THE HEBE FOUNDATION

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2025

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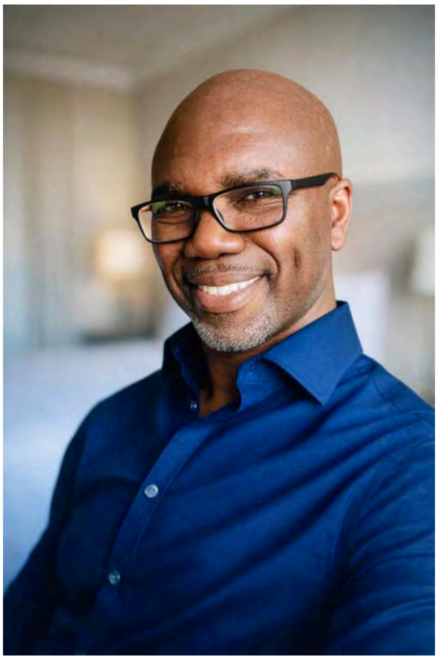
FORWARD FROM THE CHAIR



2025 has been a year marked by growth, resilience, and remarkable achievements across The Hebe Foundation. As Chair of the Board of Trustees, I am proud to present this foreword, reflecting on a year in which we continued to champion the potential of young people and expand our impact in communities across London and beyond.

The Hebe Foundation CIO, (registered charity number 1197091, formerly RCN 1139610) is a charitable, not-for-profit organisation working for the benefit of young people and their communities. We exist to provide facilities for educational, recreational and leisure-time activities with the object of improving their conditions, character and life prospects.

Over the past twelve months, our programmes have empowered hundreds of young people to discover their abilities, build confidence, and take meaningful steps toward brighter futures. Through initiatives focused on leadership, enterprise, creativity, and community engagement, we have seen young people embrace challenge, grow in self-belief, and demonstrate the talent and optimism that continue to inspire all of us.

A significant highlight this year has been the strengthening of our partnerships—across local authorities, corporate supporters, schools, churches, and community groups. These collaborations have not only expanded opportunities for young people but have also enabled us to innovate and adapt our delivery to meet emerging needs. We are especially grateful to our volunteers, mentors, facilitators, and programme partners whose dedication remains central to our mission.

Our financial stewardship and governance have remained strong throughout 2025. The Board has continued to develop our oversight, ensuring that our resources are directed responsibly and strategically to sustain long-term impact. We have also invested time in refreshing our organisational strategy, ensuring that Hebe remains well-positioned to serve young people in an ever-changing social and economic environment.

Looking ahead, we enter 2026 with excitement and determination. The challenges young people face continue to evolve, but so too does Hebe's commitment to walking alongside them. With the support of our partners and the continued energy of our staff and volunteers, we are poised to deepen our work and extend our reach even further.

On behalf of the Board of Trustees, I offer heartfelt thanks to everyone who has contributed to our mission this year—our team, funders, volunteers, alumni, community partners, and the young people themselves. Your belief in what young people can achieve is what makes this organisation exceptional.

Together, we look forward to another year of transformation, opportunity, and hope.

Erol Thompson
Chair of The Board of Trustees
The Hebe Foundation

FORWARD FROM THE CEO

2025 was an interesting year for The Hebe Foundation. We turned 18 years old. 18yrs of serving the community of what will be thousands of young people across London. It has been such a privilege to have a hand in seeing so many young people realise and use their gifts & talents to further themselves and their communities.

On Hebe's birthday, rather than celebrating this milestone, I personally spent the day in court with one of our young people -unfortunately he was being sentenced for murder. We've stuck to the mission and although hard at times, we would do it again and again and again because every one of the young people we engage with is worth it. We look forward to the next 18yrs of helping young people fulfil their destiny.

I actually haven't had significant time to process the impact of this fatal decision made by my young person that changed so many lives including his own. What I have been able to reflect on fully is that 18yrs ago we set up Hebe because of the gang and gun crime that was rife in the city, because our young people had no safe space to understand who they were and grow into the amazing plan God had for their lives. 18yrs later we are still dealing with the same issues. Not so many gangs and guns now, but the same weapons with different names.....knifes, depression, disadvantage, self-harm, social media addiction, seclusion to name a few; all still trying to rob our young people of their joy, childhood and passion for life. All this reminds us that the work we do with young people is still so much needed in our community's.

While the issues are many, we must celebrate the wonderful experiences we have provided for our young people throughout the year. We are joyful for the growth and opportunities the young people experienced through Hebe projects and support. For the laughter and light that radiates from them. We give thanks to the awesome team/staff, volunteers, partners, mentees, trustees, donors and champions who poured into Hebe in various ways, so we can pour out to our young people. It's been great to see the continuing pipeline of our young people becoming youth workers at Hebe and giving back to the younger generations.

You'll read in this report that we had a great alumni event connecting with young adults from across the 18yrs. We strengthened our corporate partnerships and engaged in much consultation to find ways to work more efficiently. We created new projects and supported over 170 families in need at Christmas.

As with any 18-year-old, it's been a year of ups and downs. Of will a project happen or not? Or will we get the funding or not? Or will they see the benefit or not? But what we can be sure of is that Hebe is now a young adult, it's had many life experiences that has given it a rich history of success and some failures. We've stuck to the mission and although hard at times, we would do it again and again and again because every one of the young people we engage with is worth it. We look forward to the next 18yrs of helping young people fulfil their destiny.

Amie Buhari
CEO
The Hebe Foundation

MISSION, VISIONS, OBJECTIVES

The Hebe Foundation is a Christian Youth organisation that works with all young people aged 13-20 years old to help them discover & use their talents; to further themselves and their communities. The Hebe Foundation provides young people with a safe environment in which they can expand their minds, learn new skills and discover their talents in fun creative ways.

We focus on building young people's key life skills, employability skills and ethical values through quality projects London wide, in response to the genuine needs of the young people and their communities. Our projects are positive, productive and serve to show young people in a favourable light.

We share a burning passion to see young people grow in every area, and for us to be able to provide them with the environment and tools for that growth. We create innovative, inspiring, educational and engaging projects for all young people. We believe that no matter a young person's personal circumstances, ethnicity, ability or economic placement, they all deserve an equal chance to discover and use their talents with the support of those equipped to do so.

We work together towards:

- Identifying, developing and releasing the talents within a young person.
- Providing young people with a safe environment in which to expand their minds, learn new skills and discover their talents in an enjoyable creative ways.
- Developing confidence, self-exploration & renewal of a young person.
- Teaching the young people the merits of good work ethics, hard work, team building, good leadership, wisdom & love.
- Helping young people take healthy ownership of the environments they operate within.
- Equipping young people with skills that can be applied to all areas of their lives, enabling them to become well rounded members of society that bring about positive change.
- Building relationships with the community and local businesses to bridge the generational and social gap, creating community cohesion.

PROGRAMS & IMPACT

414 YOUNG PEOPLE 10-23 YEARS OLD ENGAGED IN OUR ACTIVITIES

PROGRAMMES/INITIATIVE OFFERED TO YOUNG PEOPLE **23**

36 VOLUNTEERS INVOLVED ACROSS ALL THE PROGRAMS

80%

Of our young beneficiaries are from a Black British Caribbean, Black British African or Black British Other ethnic background.

10%

Of our young beneficiaries are from white, with-mixed and/or other ethnic background.

3%

Of our young beneficiaries are from an Asian background.

PARENTS / CARERS WORKSHOPS

Between March 4th and May 20th, 2025, a series of eight weekly online parenting workshops were delivered, attended by 37 parents and carers. This programme aimed to support parents and carers in building more productive relationships with their young people by providing free, weekly workshops. Through discussions on communication, mental health, social media, culture, neurodiversity, legal rights, and more, the sessions offered practical tools and insights to help adults better understand and respond to the realities young people face today.

Dates	Hours	No. of young people
Week 1	2h	12
Week 2	2h	16
Week 3	2h	24
Week 4	2h	16
Week 5	2h	18
Total No. of hours	**10h**	
Number of unique beneficiaries		**37**

The workshops were consistently praised for their inclusive, supportive environment and rich, relevant content. Topics such as Neurodiversity, Mental Health, Parenting Styles, and Self-Care were highlighted as especially impactful. One of the most memorable sessions featured a young person guest speaker, which gave parents a powerful, first-hand insight into the realities young people face today.

Many participants shared that the workshops were “different from most parenting courses” because they allowed them to “enter the world of young people.” Parents reported applying what they learned directly in their relationships at home, particularly those caring for children with SEND.

URBAN DEBATERS

The Urban Debaters project was a six-session structured programme aimed at enhancing critical thinking, public speaking, and leadership skills through curated debates. Delivered in partnership with Eversheds-Sutherland law graduates and in collaboration with Lilian Baylis Sixth Form School in Lambeth and Saint Francis Xavier Sixth Form School in Wandsworth. The sessions explored contemporary social and political issues through interactive activities such as debate games, lawyer-versus-student quizzes, and preparation for

The programme engaged 13 Year 9 ELA students (12 female, 1 male, ages 14–15) during the first trimester. The programme is still ongoing and will continue until the first week of January 2026. An additional group of approximately 32 students will participate in the remaining sessions. Their data and survey responses are not yet included in this report, as these will only be collected at the end of the project. an offsite finale event.

School	Dates	Hours	No. of young people
Lilian Baylis Sixth Form School in Lambeth	**April 23rd - April 27th**	6h00	21
		6h00	
		9h30	
Urban Debaters Saint Francis Xavier	**7th Nov 24**	1h20	13
	14th Nov 24	1h20	
	9th Dec 24	3h00	
	13th Jan 25	3h00	
	16th Jan 25	1h20	
	20th Jan 25	3h00	
Total number of hours		**34h30**	
Total number of beneficiaries			**34**

Testimonials

I learned how to argue without getting emotional, while still making sure my points are clear. It really helped me stay calm and think critically during debates.

Urban Debaters taught me to be patient and wait for people to finish speaking before sharing my own points. This made my contributions more thoughtful and helped me listen better to others.

With this project I learnt to speak my mind and not be afraid of an audience. Now I feel more confident expressing my ideas in front of people.

Project Objectives and Topics

The primary goal of the Urban Debaters project was to provide students with a deeper understanding of critical global issues while promoting participation in discussions and debate.

Key topics included:

- Should drug education be a mandatory part of the school curriculum?
- Are electric cars effective in reducing pollution?
- Is drug addiction a disease or a choice?
- Is it ethical to use performance-enhancing drugs in sports?
- Is it more important to conserve endangered species or focus on human development?
- Should drug dealers receive harsher penalties than drug users?
- Should posts on social media channels be factually checked?
- Should animal testing be banned?
- Should students be allowed to grade their teachers?
- Is it important to teach financial literacy in schools?

These topics were designed to engage students with current global issues and to help them develop their debating skills, while enhancing their ability to think critically and speak confidently.

LONDON'S NEXT TOP ROLE MODEL

London's Next Top Role Model is a creativity and expression project designed to encourage young people to reflect on identity, leadership, and the influence they have within their communities. Participants take part in a series of interactive workshops that challenge perceptions and assumptions about the people, values, and behaviours that shape them. Through this experience, they are encouraged to think critically about the attitudes and actions they can adopt to become positive role models within their families, schools, and local communities.

In 2025, the programme engaged 17 young people in the first trimester and 10 in the last, supporting them in exploring the concepts of Role Models, Identity & Culture, Image, and Self-Awareness.

Throughout the sessions, participants identified the characteristics they believe define a role model, as well as the qualities they need to develop to succeed and give back to their communities and beyond.

These themes were explored through the creative lens of photography, modelling, and design, allowing each participant to express their ideas visually.

Dates	Hours	No. of young people
18th Feb	6h	15
19th Feb	6h	11
20th Feb	6h	11
21st Feb	10h	9
28th Oct	6h	10
29th Oct	6h	5
30th Oct	10h	7
Total No. of hours	**50h**	
Number of unique beneficiaries		**27**

The project included masterclasses delivered by photographers, models, and graphic designers. Participants were encouraged to apply the knowledge gained to produce their own art pieces and portraits, reflecting the traits of a role model in a final exhibition setting. The main highlights of the programme included:

- Masterclasses with professionals – Participants had the opportunity to learn directly from experts and practice together with them, as well as to build a valuable network.
- Final exhibition – Participants invited friends, family, and the local community to view their artwork and hear the personal stories behind each piece.

The project aims to foster confidence, self-expression, and inspiration, encouraging young people to become role models for each other.


EXCELLENCE
RESPECT
FRIENDSHIP

FINISHING SCHOOL

The aim of The Finishing School is to equip young people with the skills, confidence, and understanding needed to operate comfortably and effectively across different environments. Whether in educational, employment, or social settings, the project supports young people in getting the best out of every situation, while encouraging them to contribute positively to those around them.

The programme provides participants with the opportunity to experience and learn new skills, combined with practical judgment and applied wisdom. This approach enables young people to understand where and when to apply what they learn to maximise both their own potential and the potential of others.

In 2025, a total of 36 students took part in the programme: 18 boys and 18 girls, aged between 16 and 17 years old. This year, the initiative included two editions: a school-based version of Finishing School and a summer edition, delivered during the holiday period as Finishing Summer, offering the same core learning in a more intensive community-based format.

Dates	No. of young people
Community **11th Aug – 15th Aug**	13
School **1st October – 17rd Oct**	36
Total No. of hours	
Number of unique beneficiaries	**49**

Both groups successfully completed the programme and were awarded an AQA certification in recognition of their learning and achievements.

Demographics of young people who participated in the community project:

*due to GDPR the demographic details of young people who participated in the school edition (September- October) could not be collected

GENDER

- 50% of the participants were boys.
- 50% of the participants were girls.

AGE GROUP

- 100% of the participants were aged between 15-19 years old.

ETHNICITY

- 83% of the participants were coming from Black communities.
- 15% came from Asian or Asian British backgrounds.
- 2% came from other ethnic groups (Hispanic, Arab).

NEET STATUS

- 100% of the participants reported to be in Unemployed - in Education.

SEND

- 3 participants reported to have SEND/additional needs.


L+D
Your Early Careers Panel!
Sian Hammond
Bruno Bold

JUNIOR APPRENTICE

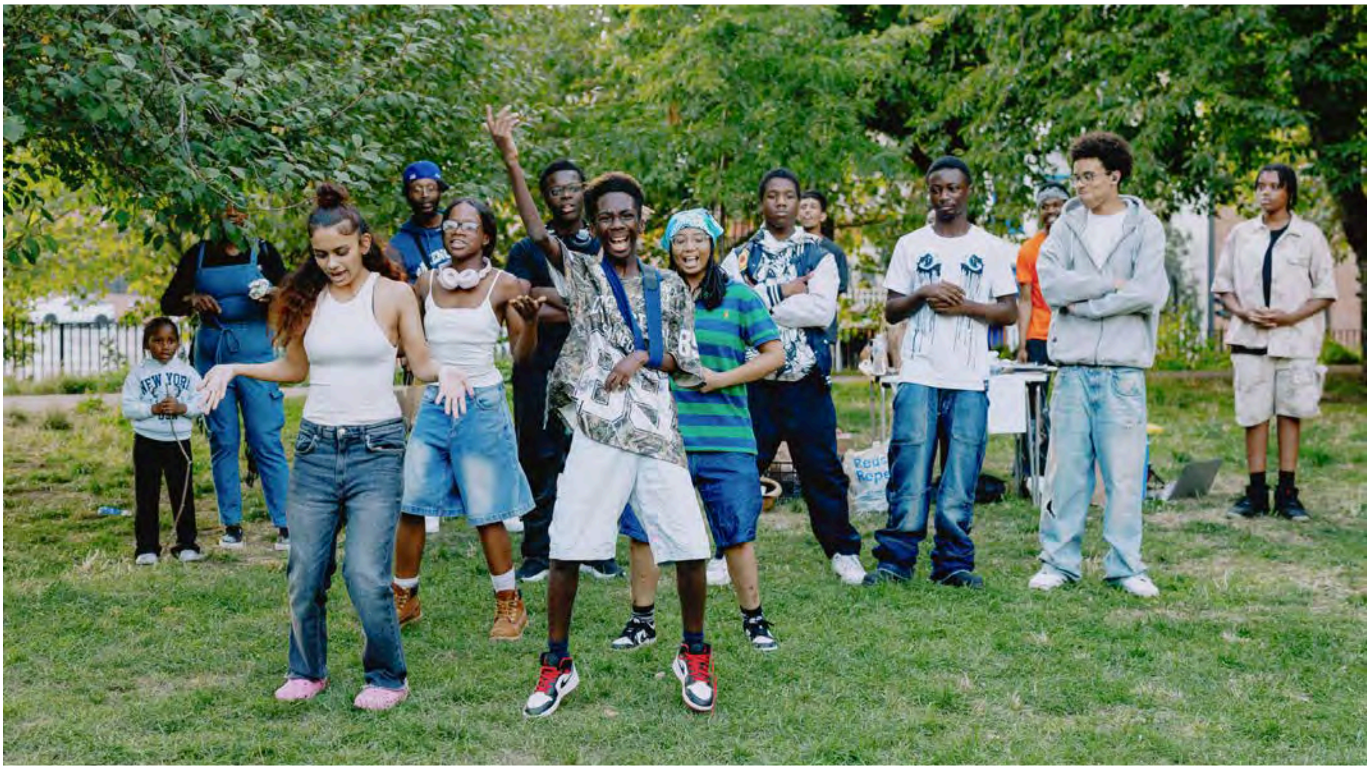
The Junior Apprentice 2025 programme ran across five London sites: Clapham, Croydon, Lewisham, Peckham, and Tottenham, engaging young people in a series of innovative, fun, and teamwork-based challenges. The project aimed to develop skills in leadership, communication, problem-solving, decision-making and business thinking, while also fostering confidence and building healthy relationships amongst young people.

Over 10 days, 75 participants were challenged with several tasks:

Your Ideal Borough (29 July 2025)
Participants reimagined how communities are built and designed their "ideal borough", considering housing, transport, green spaces, jobs, safety, and inclusivity. Working in teams, they created maps and 3D or digital models, incorporating features such as gender-neutral facilities, multilingual signage, safe cycling routes, and accessible public spaces for all ages. Teams then pitched their designs showing their skills on planning, budgeting, and presentation skills.

Dragons Den (30, 31 July & 5, 6 July 2025)
Young people worked in teams to developed business ideas, change learning platforms, build models or prototypes and pitched their ideas in a Dragons' Den-style format to judges from **our partner companies**, explaining both the concept, the budget and the story behind it. Pitches were judged on impact, innovation, and community value, with participants encouraged to be bold, imaginative, and to show not just what their idea was, but why it mattered.

Double Your Money (1st August 2025)
Given £20, teams worked to legally and ethically double their funds. Proceeds from non-winning teams were reinvested into The Hebe Foundation bringing an element of social action to the task. Alongside fundraising, participants competed in a "Follower Rush" challenge to boost Hebe's social media engagement. This activity tested entrepreneurship, time management, and public engagement skills.



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The London Trail (4th August 2025)
An urban navigation challenge where teams deciphered clues, visited cultural checkpoints, and completed creative mini tasks, from photography to performance, all documented on Hebe's Instagram. Teams had to plan efficient travel routes using only public transport or walking, strengthening teamwork, problem-solving, and city awareness.

The Finale – Creative Takeover (7th–8th August 2025)
The final challenge tasked teams with launching a one-day creative brand or showcase, such as a pop-up shop, performance, or market stall. They developed branding, marketing materials, and event experiences while managing commercial activities like raffles or ticketed entries. This culminating task combined creativity, business strategy, and audience engagement, encouraging participants to take full ownership of a public-facing project.

Demographics of young people who participated in the community project:

GENDER

- 31% of the participants were boys.
- 69% of the participants were girls.

AGE GROUP

- 60% of the participants were aged between 11-14 years old.
- 40% of the participants were aged between 15-19 years old.

ETHNICITY

- 90% of the participants were coming from Black communities.
- 10% were came from other ethnic groups (Asian British (Bangladeshi, Chinese), Mixed heritage, White Portuguese, and self-described identities such as Blasian).

What our young people said...

The London Trail made me step out of my comfort zone, work closely with my team, and discover new parts of London while solving creative challenges. I really worked on all the skills I was hoping to develop.

Double Your Money was my favourite challenge. It taught me how to think like a businessperson and gave me the confidence to approach people I didn't know.

"I loved creating our Ideal Borough because it gave us the freedom to imagine a better community and present our ideas as if they were real."

Junior Apprentice showed me that I don't need to be limited by my fears. I can do more than I thought I could.

"Before Junior Apprentice I was really shy, but standing in front of the Dragons' Den judges helped me build confidence I didn't think I had."

"Meeting new people and making friends was the highlight for me. It showed me that teamwork and bonding are just as important as winning."

"Being a project manager was stressful at first, but I learned how to stay patient, keep my team motivated, and finish the task."

"The Finale was amazing. It felt like we were running our own business and presenting it to the world. I was proud of what we created together."

"I didn't enjoy public speaking before, but now I feel much more comfortable sharing my ideas in front of others."

"I realised that money management, teamwork, and confidence are skills I can use not just here, but in real life too."

CRESCERE

The aim of our residential “Crescere” lies in the definition of the word, meaning “growth” in Latin. In this residential we aim to take away young people from the the busyness of London and provide them with the safe space to reflect about questions like “who am I?”, “what am I here for?” and “what am I good at?”.

In this residential we supported young people growing in purpose by raising their awareness of the talents that they have that may be hidden, repressed or repurposed.

Crescere 2025 took place over 3 full days (18th Aug – 21st Aug) at Hoppers and had 14 young people in attendence.

YOUTH POWERHOUSE

The Youth Powerhouse project is designed to empower young people to speak confidently about the social issues that affect them most. Through the creation of podcasts as a storytelling format, participants are encouraged to share their insights, express their perspectives, and contribute their voices to wider conversations.

By collaborating with community radio stations, we support young people in developing media skills while giving their work a real platform for broadcasting.

Dates	No. of young people
October	13
Number of unique beneficiaries	13

Demographics of young people who participated in project:

GENDER

- 54% of the participants were boys.
- 46% of the participants were girls.

ETHNICITY

- 92% of the participants identified as Black / African / Caribbean / Black British communities.
- 8% identified as Asian or Asian British.

NEWGEN PROJECT

The NewGen Society project was delivered at Saint Francis Xavier Catholic Sixth Form College with Year 11 Sociology students, aiming to deepen their understanding of democracy, participation, leadership, and decision-making. Across nine sessions held between March and April and a second edition during October, November and December. A total of 57 students engaged in interactive activities combining theory with practice.

The programme explored key topics such as the meaning and importance of democracy, voting and elections, forms of participation, marginalisation, conflict resolution, and leadership. Methods included presentations, group discussions, simulations, and reflection exercises, ensuring students could both learn concepts and apply them in participatory ways.

Demographics of young people who participated in project:

GENDER

- 32% of the participants were boys.
- 68% of the participants were girls.

AGE GROUP

- Students were aged between 15-18 years old.

MOREH MENTORING

Moreh Mentoring is a targeted youth support programme designed to provide one-to-one mentoring for young people navigating personal, social, and emotional challenges. The project focuses on building trust, increasing confidence, and helping participants make positive choices for their future. Through regular mentoring sessions, young people are supported in developing self-awareness, accessing resources, and improving communication with parents and carers. The programme also aims to reduce isolation and increase safety, particularly for those struggling or facing marginalisation.

During the reporting period of October to December 2025, the programme engaged 25 young people across 3 mentoring sessions. The majority of participants were aged 16–19 (23 individuals), with 2 aged 12–15. The gender breakdown included 14 female and 11 male participants. No participants identified as non-binary or other gender identities during this quarter.

The programme tracked progress across five key outcomes using **self-reporting tools** and **mentor observations**:

1. Increased confidence to make positive choices
2. Increased awareness of support available
3. Increased safety
4. Improved communication between young people and parents/carers
5. Improved access to support and information

SAFER STREETS 2025

The Safer Streets project was a creative, youth-led initiative developed to explore safety in public spaces through art, storytelling, and active community engagement. Delivered between March and June 2025 in partnership with Devas Club and The Hebe Foundation, the programme worked with young people from Lambeth and Wandsworth, empowering them to express personal and collective experiences via photography, videography, music, theatre, and peer research. Over the course of the programme, a total of 30 young people participated, with varying levels of attendance due to academic obligations such as GCSEs and A-Levels. Sessions included street photography, videography, music creation, theatre workshops with the Metropolitan Police, and community insights activities. The project culminated in a youth-led exhibition combining photography, video, and sound recordings, designed to spark dialogue on safety and violence prevention.

The outcomes of Safer Streets were significant: young people produced original photos, videos, and music reflecting their lived experiences, and co-designed a survey to capture wider community perspectives. A core group of participants expressed interest in continuing with a follow-up phase focused on music production, demonstrating the lasting impact of the initiative. Plans are also underway to take the exhibition into local schools, accompanied by peer-led workshops and community dialogues.

Demographics of young people who participated in the community project:

GENDER

- 25% of the participants were boys.
- 75% of the participants were girls.

AGE GROUP

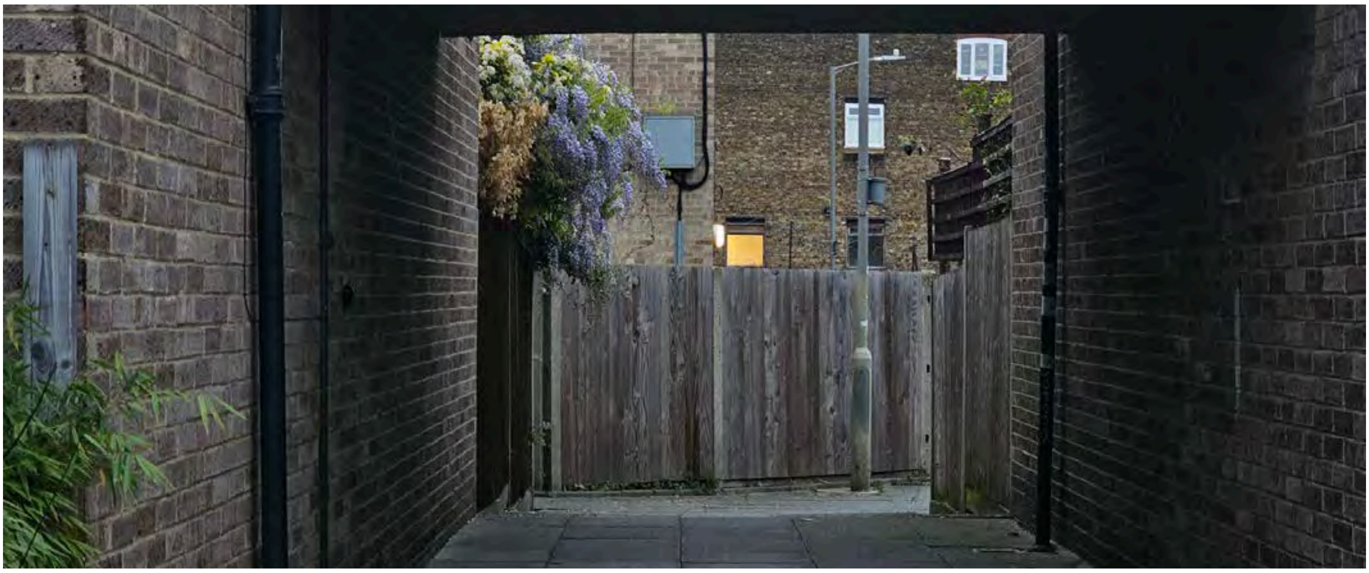
- 100% of the participants were aged between 15-17 years old.

ETHNICITY

- 85% of the participants were coming from Black communities.
- 15% came from Asian or Asian British backgrounds.

SEND

- 3 participants reported to have SEND/additional needs.



Dates	Theme / Session Title	No. of young people
27th Mar	Official Launch	10
23rd Apr	Street Photography	8
30th Apr	Videography	7
7th May	Music Creation	6
14th May	Theatre with Met Police	6
21st May	Personal Branding	5
4th Jun	Community Insights	8
11th Jun	Exhibition Prep + Community Insights	30
Total number of hours	**25**	
Number of unique beneficiaries		**30**

CAREER DAYS WITH OUR CORPORATE PARTNERS

This year, we delivered three Career Days in partnership with three of our corporate supporters: Vanderlande, Northern Trust, and Allianz. Each event offered young people valuable exposure to the world of work and direct insight into different professional pathways.

Across the three Career Days, participants engaged in:

- Talks with industry professionals who shared their career journeys and practical advice
- Mock interviews to help build confidence and interview technique
- CV and application workshops focusing on how to present skills and experience effectively
- Interactive skills-building sessions, including teamwork tasks and workplace challenges

These sessions equipped young people with practical tools, boosted their confidence, and strengthened their readiness for future education, training, and employment opportunities. We are grateful to our partners for opening their workplaces, sharing their expertise, and providing an inspiring learning environment for our young participants.

In total we had 18 young people participating in these careers' day.

ONE-OFF INITIATIVES, ABC PARTNERSHIP & HEBE CHRISTMAS BOXES

One-Off Initiatives

Theatre Trip

As part of our commitment to broadening young people's cultural experiences and encouraging reflection on leadership, identity, and social change, the Hebe Foundation took 10 young people to see Hamilton: An American Musical. The experience offered an engaging and accessible way for participants to connect with history, creativity, and contemporary storytelling, while also supporting confidence-building, discussion, and shared learning outside of the classroom.

Hebe Alumni Event

Hebe Alumni are the living proof that our work works. They carry the story forward, not as a logo or a stat in a report, but as real people who've been through the project and gone on to build lives, careers, and communities. Staying connected matters because Alumni create a bridge between where Hebe started and where the next generation is heading. Looking ahead, this can take many forms: annual alumni gatherings to strengthen the network, careers and recruitment events that open doors, mentoring opportunities where lived experience becomes guidance, and practical support for current beneficiaries finding their feet. For those who are able, regular donations from our Alumni help keep these pathways open. Together, alumni don't just look back fondly - they actively shape what Hebe becomes next.

We had 30 attendees at our Homecoming event in October, the main takeaway from the event was the power of reconnection. It was genuinely special to see alumni come together after such a long time, many meeting again for the first time in years. The space allowed people to reminisce, share memories, and reflect on how far they've all come, while also rebuilding connections that had naturally faded over time.

More than anything, the evening reminded us that the Hebe community still exists well beyond the projects itself; the relationships, shared experiences, and sense of belonging are very much alive and worth nurturing going forward.

ABC Partnership

In partnership with our corporate collaborator, Aviation Business Continuity (ABC), we designed our taster days specifically for young people in 2024, giving them a comprehensive insight into airport operations and inspiring them to consider careers in the aviation sector. This programme led to two participants securing apprenticeships with ABC — and we're delighted that one of them is continuing successfully in their apprenticeship during 2025.

Hebe Christmas Boxes

The main objective of this project is to bring comfort and joy to families during Christmas. Through our efforts, we aimed at spreading holiday cheer and ensure that families in need feel cared for and supported during this special season.This year, our initiative involved the collaboration of:

- 18 volunteers from partners and companies. 13 from Allianz and 5 from Turner and Townsend helping on packing and deliveries.
- Felix project that donated fresh produce
- Financial support from iMGP + individual donations + Tomorrow group and Eversheds Sutherland
- 3 dedicated members of our staff

Together, we delivered hampers with essential items to 158 families.

CHURCH WORK

In 2025, we worked with 104 Children, Young People & Young Adults across 13 direct Baptist churches in London and indirectly with a further 25 churches including other denominations through our partnership with London Baptists and our own independent work. The aim as always is to help churches grow their youth ministries and the work they do with young people in the community.

Our work ranged from consultation and training for churches to preaching and managing new and existing projects and initiatives. We provided IAG - information, advice & guidance, and served on interviewing panels, think groups, and conference panels.

In August 2025 our partnership with London Baptists to deliver CYF (Children's, Youth & Families) work came to an end. We still support London Baptist churches but are actively looking to branch out and support more churches from a wider pool of denominations.

Highlights of the year include:

- Supported the 5 young adults of the LB Leadership Year Internship
- Junction 25 -co ran a multi-denominational residential for over 30 young people looking at the theme of 'Navigating Life'
- Developed programmes specifically aimed at developing young leaders -Young, Bold & Baptist (YBB) & The Joshua Project

THE HEBE FOUNDATION

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

REGISTERED CHARITY NUMBER: 1197091

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

FOR

THE HEBE FOUNDATION

BAND Advisory Group Limited
111 Charterhouse Street
London
EC1M 6AW

THE HEBE FOUNDATION

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For The Year Ended 31 December 2025

THE HEBE FOUNDATION

REPORT OF THE TRUSTEES
For The Year Ended 31 December 2025

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity THe Hebe Foundation (South London) the registration number of which was 1139610.

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Charity number
1197091

Principal address
823-825 Wandsworth Road
London
SW8 3JL

Trustees
E Thompson
N Skinner (resigned 25.2.25)
A Garner
T Oyelade
A O Johnson
E G A Emmanuel
H Burns (appointed 29.4.25)
Ms M Crabb (appointed 29.4.25)

Independent Examiner
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111 Charterhouse Street
London
EC1M 6AW

Approved by order of the board of trustees on 20 April 2026 and signed on its behalf by:

Errol Thompson

E Thompson - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HEBE FOUNDATION

Independent examiner's report to the trustees of The Hebe Foundation
I report to the charity trustees on my examination of the accounts of The Hebe Foundation (the Trust) for the year ended 31 December 2025.

Responsibilities and basis of report
As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shelley Watkin

Shelley Watkin ACA

BAND Advisory Group Limited
111 Charterhouse Street
London
EC1M 6AW

20 April 2026

THE HEBE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	115,296	79,041	194,337	209,534
Investment income	4	595	-	595	754
Total		115,891	79,041	194,932	210,288
EXPENDITURE ON					
Charitable activities	5				
Working with Young People		99,414	96,487	195,901	188,211
NET INCOME/(EXPENDITURE)		16,477	(17,446)	(969)	22,077
Transfers between funds	13	(26,845)	26,845	-	-
Net movement in funds		(10,368)	9,399	(969)	22,077
RECONCILIATION OF FUNDS					
Total funds brought forward		87,630	50,359	137,989	115,912
TOTAL FUNDS CARRIED FORWARD		77,262	59,758	137,020	137,989

The notes form part of these financial statements

THE HEBE FOUNDATION

BALANCE SHEET
31 December 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total funds £	2024 Total funds £
CURRENT ASSETS					
Debtors	11	9,057	-	9,057	3,727
Cash in hand		69,563	59,758	129,321	140,199
		78,620	59,758	138,378	143,926
CREDITORS					
Amounts falling due within one year	12	(1,358)	-	(1,358)	(5,937)
NET CURRENT ASSETS		77,262	59,758	137,020	137,989
TOTAL ASSETS LESS CURRENT LIABILITIES		77,262	59,758	137,020	137,989
NET ASSETS		77,262	59,758	137,020	137,989
FUNDS	13				
Unrestricted funds				77,262	87,630
Restricted funds				59,758	50,359
TOTAL FUNDS				137,020	137,989

The financial statements were approved by the Board of Trustees and authorised for issue on 20 April 2026 and were signed on its behalf by:

Errol Thompson

E Thompson - Trustee

The notes form part of these financial statements

1. GOVERNANCE AND CONSTITUTION

The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity THe Hebe Foundation (South London) the registration number of which was 1139610.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 50% on cost

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Donated goods
Goods donated to the charity are recognised as income at their fair value once the charity has entitlement to the economic benefits associated with the donated items and it is probable that the economic benefits associated with the donated items will flow to the charity.

continued...

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	116,014	77,279
Grants	63,665	132,255
Other income	14,658	-
	194,337	209,534

Of the donations received in the year £23,560 (2024: £61,503) were restricted.

Of the grants received in the year £55,482 (2024: £53,531) were restricted.

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	63,665	132,255

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	595	754

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Working with Young People	179,379	16,522	195,901

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Working with Young People	75	16,447	16,522

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2025 nor for the year ended 31 December 2024.

continued...

8. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2025	2024
Project Management	2	2

No employees received emoluments in excess of £60,000.

Total staff costs for the year ended 31 December 2025 were £72,849 (2024: £72,161), but this is reflected within project expenditure "Working with Young People".

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	94,501	115,033	209,534
Investment income	754	-	754
Total	95,255	115,033	210,288
EXPENDITURE ON			
Charitable activities			
Working with Young People	69,469	118,742	188,211
NET INCOME/(EXPENDITURE)	25,786	(3,709)	22,077
Transfers between funds	(15,737)	15,737	-
Net movement in funds	10,049	12,028	22,077
RECONCILIATION OF FUNDS			
Total funds brought forward	77,581	38,331	115,912
TOTAL FUNDS CARRIED FORWARD	87,630	50,359	137,989

10. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 January 2025 and 31 December 2025	3,767
DEPRECIATION	
At 1 January 2025 and 31 December 2025	3,767
NET BOOK VALUE	
At 31 December 2025	-
At 31 December 2024	-

continued...

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	7,850	2,500
Other debtors	1,207	1,227
	9,057	3,727

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	475	5,403
Taxation and social security	(1,864)	(1,613)
Other creditors	2,747	2,147
	1,358	5,937

13. MOVEMENT IN FUNDS

	At 1.1.25	Net movement in funds	Transfers between funds	At 31.12.25
	£	£	£	£
Unrestricted funds				
General fund	87,630	16,477	(26,845)	77,262
Restricted funds				
Restricted fund	50,359	(17,446)	26,845	59,758
TOTAL FUNDS	137,989	(969)	-	137,020

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	115,891	(99,414)	16,477
Restricted funds			
Restricted fund	79,041	(96,487)	(17,446)
TOTAL FUNDS	194,932	(195,901)	(969)

continued...

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	77,581	25,786	(15,737)	87,630
Restricted funds				
Restricted fund	38,331	(3,709)	15,737	50,359
TOTAL FUNDS	115,912	22,077	-	137,989

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	95,255	(69,469)	25,786
Restricted funds			
Restricted fund	115,033	(118,742)	(3,709)
TOTAL FUNDS	210,288	(188,211)	22,077

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.25 £
Unrestricted funds				
General fund	77,581	42,263	(42,582)	77,262
Restricted funds				
Restricted fund	38,331	(21,155)	42,582	59,758
TOTAL FUNDS	115,912	21,108	-	137,020

continued...

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	211,146	(168,883)	42,263
Restricted funds			
Restricted fund	194,074	(215,229)	(21,155)
TOTAL FUNDS	405,220	(384,112)	21,108

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2025.

15. RESTRICTED FUNDS

Restricted funds are monetary funds that are awarded for a specific use within the organization. Most commonly it is restricted to a particular project. The funds cannot be used for anything else other than what was agreed upon by the organisation and funder. It may be as specific as "refreshments" or as broad as "core costs".

	B/Fwd Balance @ 01/01/2025 £	Net Income/ (expense In) The Year £	Transfers In £	Transfers Out £	C/F Balance @ 31/12/2025 £
P102 - Digital Disruptors	1,000	(10)	0	(188)	802
P103 - Junior Apprentice	0	(29,679)	29,679	0	0
P104 - LNTRM	2,019	(2,348)	329	0	0
P105 - Church Youth Work	20,428	3,101	0	(23,529)	0
P106 - Moreh Mentoring	679	(1,075)	396	0	0
P107 - Urban Debaters	696	1,630	0	0	2,326
P108 - Youth Powerhouse	0	2,058	0	(329)	1,729
P109 - Faith Work	0	8,500	23,529	0	32,029
P118 - Finishing Schools	23,424	(3,897)	0	(5,333)	14,194
P121 - Parenting Workshop	106	(1,209)	1,103	0	0
P123 - Crescere	2,705	(102)	0	(2,256)	347
P129 - Xmas Boxes Appeal	0	(1,448)	1,448	0	0
P130 - NHS Young People Research	4,656	2,599	0	0	7,255
P131 - VRU Clapham Consortium	0	(6,940)	11,060	(4,120)	0
P135 - Excite	(4,185)	6,488		(1,953)	350
P139 - Alumni	0	(1,627)	1,627	0	0
P140 - LambethSafer Communities	(1,169)	8,319	0	(6,423)	727
P200 - Core Youth Engagement	0	(1,805)	1,805	0	0
Total Restricted	50,359	(17,445)	70,976	(44,131)	59,759

THE HEBE FOUNDATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	116,014	77,279
Grants	63,665	132,255
Other income	14,658	-
	194,337	209,534
Investment income		
Deposit account interest	595	754
Total incoming resources	194,932	210,288
EXPENDITURE		
Charitable activities		
Working with Young People	179,379	169,329
Support costs		
Management		
Sundries	-	1
Finance		
Bank charges	75	92
Depreciation of tangible fixed assets	-	12
	75	104
Governance costs		
Independent Examiner's fees	2,340	1,950
Insurance	1,022	459
Accountancy and legal fees	13,085	16,368
	16,447	18,777
Total resources expended	195,901	188,211
Net (expenditure)/income	(969)	22,077

This page does not form part of the statutory financial statements

THE HEBE FOUNDATION

Detailed Statement of Financial Activities
for the Year Ended 31 December 2025

	31.12.2025	31.12.2024
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations		
Local Giving	7,811	7,636
Fonds De Dotation	7,000	8,350
Foursails Partners	5,250	5,250
Co-op	1,552	1,063
Individual Donors	4,593	2,327
STWDSHP	300	-
Wilkes Partnership	67,440	-
Corporate Donors	-	2,000
Joseph Rank Trust	-	10,000
London Baptist Association	-	20,674
The Knights Youth Centre	-	19,979
Aviation Business Continuity	6,701	-
Eversheds Sutherland	8,219	-
Clapham Baptist Church	5,953	-
Charities Trust	352	-
Church Youth Work	100	-
Sundry	743	-
	116,014	77,279
Grants		
Foundation Walcot	-	24,408
Tudor Trust	5,266	35,234
Postcode Society	-	20,000
Eversheds Sutherland	-	2,836
Clapham Baptist Church	-	5,953
Local Authority	18,410	25,968
BBC Children in Need	15,000	15,000
Groundwork UK	-	500
Charities Trust	-	356
Albert Hunt	-	2,000
Hedley Foundation	5,000	-
Heart of England	2,000	-
Croydon Voluntary action	3,000	-
Joseph Rank Trust	10,000	-
The Knights Youth Centre	4,989	-
	63,665	132,255
Other income from Charitable Activities		
Gift Aid	-	-
St Francis Xavier Sixth Form College	1,325	-
London Baptist Association	13,333	-
	14,658	0

This page does not form part of the statutory financial statements

Other trading activities		
Fundraising events	-	-
Other Income		
Interest income	595	754
Total incoming resources	194,932	210,288
EXPENDITURE		
Charitable activities		
Project & Location Costs	71,273	78,318
Staff costs - wages & salaries	36,714	23,844
Staff costs - social security costs	1,757	2,028
Staff costs - pensions	1,013	1,013
Staff costs - staff recharges	33,365	45,277
Space & Hall Hire	5,504	-
Advertising/Promotional	208	-
Professional fees	16,418	3,417
Refreshments & Foods	1,068	379
Telephone and Internet	3,224	1,191
Equipment rental	2,606	3,909
Entertainment	78	508
Fees and Subscriptions	4,086	4,012
Consultancy	-	3,385
PPS	961	486
Training	1,004	2,091
Donations	100	-
	179,379	169,858
Supprt costs		
Management		
Management Fees	-	-
Finance		
Plant and machinery depreciation	-	12
Bank Fees & Charges	75	92
	75	104
Governance costs		
Insurance	1,022	459
Accountancy Fees	13,085	12,952
Independent Examiner's Fees	2,340	1,950
Office / Premises Rental & Hire	-	1,610
Office Expenses and Other Overheads	-	1,278
	16,447	18,249
Total resources expended	195,901	188,210
Net (expenditure)/income	(969)	22,078

This page does not form part of the statutory financial statements

THE HEBE FOUNDATION

END OF FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025


HEbE
'ENABLING YOUNG PEOPLE TO REALISE AND USE THEIR GIFTS & TALENTS'
WWW.THEHEBEFOUNDATION.ORG.UK

Thank You

TO OUR FUNDERS & DONORS

We extend our heartfelt thanks to all our funders and donors whose support has made this year's achievements possible. Your support has enabled us to deliver meaningful programmes, create new opportunities for young people, and continue driving positive change within our communities.

Your commitment to our mission ensures that every young person we work with has access to the resources, guidance, and encouragement they need to grow, learn, and thrive. We are deeply grateful for your belief in our work and for standing alongside us as partners in creating a brighter future.

Thank you for investing in our young people and for helping us make a lasting impact.

THE HEBE FOUNDATION

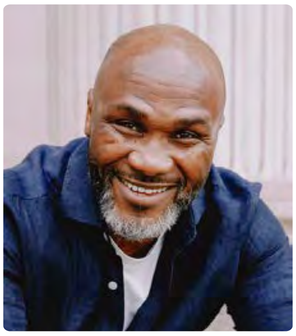
TRUSTEES

Amie Buhari
Founder & CEO

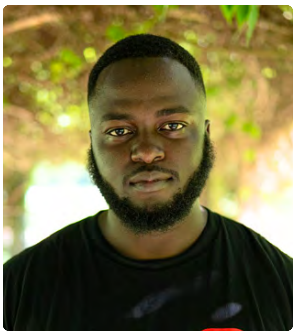
Erol Thompson
Chair

Andy Garner
Trustee

Hadja Burns
Trustee



Deji Johnson
Trustee



Treasure Olayade
Trustee

Maurine Crabb
Trustee

Elijah Emmanuel
Trustee

LOOKING FORWARD

As we look ahead to the coming year, we are excited to expand our offer and strengthen the support we provide to young people and their families. We plan to introduce new wellbeing programmes that include both mental health support and sports-based activities, recognising the importance of nurturing confidence, resilience, and holistic wellbeing.

We are committed to continuing our flagship programmes, including the Junior Apprentice, along with other much-loved projects that families and young people look forward to each year. A key development will be the launch of Finishing School – Next Chapter!, which will build on our existing work and further prepare young people for their emerging futures.

Our vision remains centred on ensuring that young people thrive in their first opportunities of work, feel equipped to navigate their pathways, and are recognised as changemakers within their communities. We will continue to create spaces where they can reflect on who they are, what they value, and how they can contribute to a more just, inclusive, and dignified society - one in which global majorities also thrive.

Together with our partners, donors, and community, we look forward to another year of growth, learning, and impactful opportunities for all the young people we serve.

GET IN TOUCH

The Hebe Foundation is a Christian youth organisation committed to helping young people discover, develop and use their talents. We provide safe, supportive and inspiring environments where young people can build confidence, develop life skills and realise their potential.

Through innovative programmes, mentoring and community initiatives, we support young people to grow personally, socially and professionally, regardless of their background or circumstances.

We will continue creating opportunities, nurturing potential and investing in the next generation.

The Hebe Foundation
Empowering young people to discover their potential.

Find out more:
thehebefoundation.org.uk
Tel: 07807 222010
info@thehebefoundation.org.uk

Partner with us:
thehebefoundation.org.uk/support-us

Donate:
localgiving.org/charity/hebefoundation
