



**The Priory for Wales of The Most Venerable  
Order of The Hospital of St John of Jerusalem**

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# **Annual Report and Consolidated Financial Statements**

## **2024**

# Trustees' Report





# Who We Are

The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem (the 'Charity') is a company limited by guarantee having no share capital, and trades under the name of St John Ambulance Cymru ('SJAC').

The Trustees are pleased to present their annual report together with the consolidated financial statements of the group of companies controlled by the Charity (the 'Group') for the year ended 31 December 2024 ('2024' or the 'year'), which are also prepared to meet the requirements for a directors' report and accounts as set out in the Companies Act 2006 ('Companies Act').

The financial statements have been prepared in accordance with the accounting policies set out in note 1 in the financial statements and comply with the charity's governing documents, the Companies Act 2006 and "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)" ('Charities SORP' or the 'SORP').

Our purpose is to enable every community to learn first aid and healthcare skills and save lives. Our vision is **"Wales as a Community of lifesavers"**. We have St John People across Wales, including **773** Cadets and Badgers as beneficiaries, and more than **1,250** adult volunteers. We cover **1,000** community events per year and train more than **25,000** members of the public in lifesaving skills.

Our work directly contributes to a healthier Wales, both through our work in communities and through providing healthy activities for our people. There is emerging evidence about the benefit of volunteering in reducing loneliness and isolation and improving wellbeing.

Our community education team and our volunteers at events increase the health literacy of communities through demonstrations around stroke, heart attack, cardiac arrest, blood pressure and simple first aid.

This often-unseen part of our work addresses prevention, identification, and response to a multitude of health issues. In rural and isolated communities, this could be the difference between a life saved and a life lost.

As one of the largest providers of mental health first aid in Wales, we are leading the combination of the first aid and mental health first aid syllabi.

From 2026, our event first aiders will hold both certifications as an increasing part of our event case mix is people finding large events overwhelming.

We are committed to improving our sustainability, our national (UK) uniform contract includes class leading sustainability standards around ethical supply, ethical wages, child labour, slavery, and the disposal of old stock.

We are an international organisation contributing to a globally responsible Wales. St John Ambulance Cymru is part of the global Order of St John, one of 44 establishments around the world.

In July 2024, we hosted the Grand Council. We were grateful to have such an important event fully funded by St John International.

The Grand Council is our annual global St John leadership meeting, with the 2024 theme of 'volunteering'.

It allowed us to work with the International Development team at Welsh Government to highlight to our international guests both the cultural and economic benefits of Wales.



An International Paramedics Day Service held during Grand Council week

Highlights of the Grand Council meeting included:

- Two of our youth members had the opportunity to attend the event which was a great opportunity for them to engage with St John leadership teams,
- An International Paramedics Day Service was held at St John's Church in Cardiff,
- The attendance of our Lord Prior HRH The Duke of Gloucester and our Grand Prior Mark Compton,
- The hosting of a celebration of volunteering in Wales where we were joined by 25 fellow volunteering organisations from Wales in the presence of HRH The Duke of Gloucester, and,
- A full programme of global strategic discussions on areas such as our faith-based activities, finances, volunteer experience, recruitment and retention.

It was important that there was a cultural element to the Grand Council programme to make sure our visitors were able to engage with Welsh culture and language. This included a visit to the Museum of Welsh Life and the Welsh male voice choir as entertainment at the gala dinner.

Through our position as one of the leading organisations in the Europe, Middle East and Africa region of St John, we provide support across the world.

This includes supporting the development of first aid training in sub-Saharan Africa and the vital work (prior to and during the conflict) of eye care through the St John Eye Hospital in the West Bank, Jerusalem and Gaza.

St John of Jerusalem Eye Hospital Group is the only charitable provider of expert eye care in the West Bank, Gaza and East Jerusalem, treating patients regardless of ethnicity, religion, or ability to pay.

## Our new Strategy 2025-30

**In 2024 we undertook a whole organisation design process to identify our new strategy.**

This involved conversation and consultation across every part of the organisation, including councils, divisions, departments, trustees, volunteers, employees and stakeholders.

14 engagement sessions were held and circa 200 questions were answered regarding the strategy.

Over 2,200 votes and responses were captured via the interactive online polling platform Slido, which informed the priorities and direction of the next five years.

As a result of this work, our Strategy for 2025-2030 includes a commitment to increase the number of people volunteering in Wales and develop a sector-leading volunteer experience as its core output.

This will lead to stronger and bigger volunteering initiatives in communities across Wales to deliver training, development, resilience and to be there when we are needed.

The poster features the St John Ambulance Cymru logo at the top left. The main title 'Wales as a community of lifesavers' is in large, bold, yellow text. Below the title, a map of Wales is shown with various regions highlighted. The text 'Enabling every community to learn first aid and healthcare skills. Saving lives now and promoting well-being for current and future generations.' is written in smaller text. Below this, the 'OUR STRATEGIC OBJECTIVES: 2025-2030' are listed in four boxes: 'ST JOHN EXPERIENCE' (Make working and volunteering at St John Ambulance Cymru a sector leading experience; Ensure our people have the very best opportunities, training, equipment and leadership; Provide the highest quality services; 1,000 more active volunteers by 2030), 'CHILDREN AND YOUNG PEOPLE' (Equip every young person with essential life skills, and help those pursuing careers in health and social care to thrive, now and in the future; Develop an NHS Wales Cadets scheme), 'INCLUSIVITY AND SUSTAINABILITY' (Ensure everyone is welcome at St John; Reduce our carbon footprint; Continue our role in society as a working order of civility), and 'FOCUS ON COMMUNITY EDUCATION' (Seize every opportunity to teach vital skills in first aid, baby and child safety, falls, CPR and community defibrillation; Teach lifesaving skills through demonstrations at community events, alongside providing first aid medical cover). At the bottom, 'OUR VALUES' are listed: COMPASSION (We are caring, considerate and supportive), QUALITY (We are reliably delivering the highest standards), INCLUSION (We are respectful, we welcome diversity and work locally, nationally and internationally), and INTEGRITY (We are open, honest and trustworthy). The website 'www.sjacymru.org.uk' and social media handle '@SJACymru' are at the bottom.

## Stories from our Communities: Freshers Week in Aberystwyth 2024

**With the influx of new students and a packed schedule of social events, the pressure on local emergency services and healthcare provisions is significant.**

In response, around 30 dedicated St John volunteers stepped forward to assist, representing a diverse and experienced mix of Paramedics, Registered Nurses, Ambulance Technicians, student healthcare professionals, ambulance crews, and first aiders.

Working in close partnership with the Welsh Ambulance Service, Hywel Dda University Health Board, Dyfed Powys Police, and university staff, our volunteers provided vital medical support from the lively university campus to the bustling nightlife of the town centre.

Volunteers delivered on-the-ground first aid, wellbeing support, and reassurance to those who found themselves sick, injured, or in distress. Our teams also responded to 999 emergency calls as part of the introduction of the VAR scheme, delivering high-quality pre-hospital care when and where it was needed most.

The 2024 operation was further highlighted by visits from both the Dyfed-Powys Police and the Police and Crime Commissioner, as well as the University Vice-Chancellor, who took the time to meet our volunteers and witness first-hand the valuable service being delivered.





## Our St John People

**We operate ambulance, response and events services 24/7 and we provide training and education for members of the public at our training venues.**

Our volunteers provided support at **over 1,000** events across the country, such as Pride Cymru and the Wales Airshow, contributing a total of over **85,000** hours of their time.

Volunteers provided first-aid lessons in schools in partnership with National Grid Electricity Distribution, as well as opening doors to divisions for community support initiatives such as summer holiday breakfast clubs.

In 2024, our St John People dedicated over 43,000 hours into keeping people safe at the Principality Stadium, Cardiff, providing first aid cover for concerts, rugby matches and other globally watched events. Playing our part in events where the world watches Wales.

The year also saw us celebrate 10 years of leading the medical provision at the Gerallt Davies Help Point in Swansea.

The Help Point provides first aid and safety for people who have become unwell or need support in the night-time economy district of Swansea.

We have led the medical provision since this schemes inception and helped the city to once again achieve the Purple Flag Award, which highlights safer nightlife and a more positive economy.

We also collaborated with Public Health Wales to review these services and how the service for the future may operate.

This work was recognised with Dr Alex Wilson-Evans winning a prize following a poster presentation at a College of Paramedics event.



**The Gerallt Davies Help Point in Swansea celebrated its 10<sup>th</sup> anniversary**

**Many of our volunteers serve with us for long periods, and we could not do what we do without them.**

Our people are recognised for their hard work each year, with examples in 2024 of volunteers receiving national honours, and being recognised as High Sheriff Award winners for outstanding service in their duties.

We continued to maintain and improve the sites available to our volunteers in 2024.

A new division was opened in Brecon, while the Deeside, Carmarthen and Tredegar divisions were given a fresh look.

We were delighted to welcome hundreds of people from the local community to mark their official reopening events.

We support the vibrant culture of Wales and its thriving Welsh language.

We have also supported the cultural identity and development of Wales and the Welsh language through our support at the National and Urdd Eisteddfods as well as the Royal Welsh Show.

Our new strategy adopts the Dysgu Cymraeg logo and the principles of the Welsh Language Act, even though this is not a legislative requirement for us.

**St John Ambulance Cymru administers the Sir David Evans-Bevan Bursary (Charity Commission number 516609).**

The charity is a bursary funding scheme to support the educational and training needs of Youth Divisions within the St John Ambulance Cymru organisation.

Two Trustees – Caryn Cox and Gillian Knight – provide independent oversight and together with a small committee, they assess applications to the fund each year.

2024 was another successful year, with a range of bursaries awarded to fund a range of activities including:

- North Wales Cadet Camp
- West Glamorgan Cadet Weekend
- 2024 St John Grand Council – Youth attendance
- Cardiff and Vale Young Leadership Foundation course
- London Trip for Cadets

**Our St  
John People**



**contributed over 85,000 hours  
of their spare time at more  
than 1,000 events in 2024**

# Response Operations

In 2024, in partnership with Welsh Ambulance Services University NHS Trust (WASUT), Local Authorities and Health Boards, we continued to provide national falls response services, inter-hospital transfer ambulance services, mental health crisis transfer services and addiction services transfers for patients from North Wales.

This activity and partnerships deliver services to high volumes of patients in every part of Wales.

Our Falls service has helped over 50,000 patients since its inception. Each year our mental health service conveys around 3,400 patients, our inter-hospital transfer service in Cardiff and Cwm Taf around 1,500, and our addiction service in Betsi Cadwaladr around 1,450.

In addition to our sector-leading falls national response collaboration with WASUT, we have continued to work regionally and locally with the Vale of Glamorgan Council and Hywel Dda University Health Board to provide additional bespoke falls response services in their areas.

## Response Operations

Total number of patients helped:



20,666



Bruce Springsteen offers his thanks to one our St John People

Our St John People are most visible when providing first aid and medical cover at events. We provided first aid cover at over 1,000 events across Wales in 2024.

As a result we provided assistance to 2,427 patients only 111 of which were referred for further NHS care.

This included major gatherings such as the Cardiff and Swansea Half Marathons, IRONMAN Wales, Taylor Swift and Billy Joel concerts, as well as domestic and international rugby, cricket, and football fixtures.

The service we provide to patients at events enables local events to go ahead and keeps communities safe significantly reducing the pressure on local NHS services and resulting in improved outcomes for patients with over of 95% the patients we see avoiding the need for further NHS treatment.



## Feedback from our communities: D-Day Event in Swansea



I just wanted to say a big thanks to you personally and to the members involved for the assistance given at our event last week.

The event, which was so unique, was covered by ITV Wales News and saw some nine veterans aged between 98 & 105 come together to enjoy each other's company in a safe environment.

The safety element was made by the presence of your members. and their presence was fundamental to the event being staged.

I can safely say that without their presence I would not have been party to its organisation, and I am so grateful to you all."



## Training

Our education team coordinates and delivers consistent, high-quality training.

In 2024, our Workplace Training Team helped 9,136 learners become equipped with essential skills via a range of training courses.

While many of these people attended training at our Cardiff, Abergele, Swansea or Wrexham sites, we also established Workplace Training course delivery from our Abergavenny and Rhayader centres.

Over the year, our Community Trainers and volunteers have supported 26,886 people in gaining essential skills across schools, clubs, and community groups in Wales.

This included 592 people who gained new skills through our free Community E-Learning platform.

In addition to this, we successfully delivered national campaigns such as 'Defibruary' and 'Save a Life September', reaching thousands of people in the process and making sure communities are resilient.



Over 700 pupils in Maesteg received Defibruary demonstrations

In 2024, **9,136** people (2023: 8,175) attended a course run by our Workplace Training Team, while **26,886** people (2022: 13,923) were trained for free by our volunteers and community trainers in schools, clubs and groups.



## Stories from our communities: Abergavenny veterans

**Kelvin was an attendee at a first aid demonstration by SJAC run for members of the Monmouthshire Veterans' Support Hub.**

Four weeks later, he used that knowledge to attend to one of his fellow members who became seriously unwell.

Kelvin recalled how the man was experiencing pains in his upper chest, which were radiating into his left jaw and shoulder. **"I instantly recognised these symptoms as a heart attack, but I wasn't sure,"** Kelvin said.

The man was clammy to touch and struggling to breathe, so Kelvin dialled 999 immediately.

He followed the first aid advice he had learned from SJAC, monitoring the pulse and followed ambulance control's instructions to administer aspirin.



**"People underestimate how important first aid training is.**

**"It has given people in our group a sense they are being looked after by one another."**

Kelvin, who helped member of his veterans support club following a first aid demonstration





## Children and Young People

**Our Children and Young People (CYP) programmes continued to engage and inspire those aged 5 and above with our charity's values and vision.**

Our Badgers, Cadets and Young Adult volunteers continued their individual journeys with us, developing in areas from first aid to essential life skills that will help prepare them for their next steps in life.

In 2024, we had 773 individuals between the age of 5 and 18 years of age in our Cadet and Badger programmes, representing 35% of our total volunteer numbers across the charity.

These were spread across 28 Badger Setts and 34 Cadet Units across Wales.

We launched our new 'Young Adult' role for 16-18 year olds in 2024, expanding their ability to attend our events as first aiders for the public.

Of the 773 individuals, 51 young people in this age range supported our teams across Wales delivering first-aid directly to communities.

Our Youth Programme launched a new module of our Cadet Grand Prior Award focusing on Youth Empowerment, in collaboration with the office of the Children's Commissioner for Wales.

Over 350 Cadets took part, learning about the rights of children and young people across Wales and how these relate to healthcare settings. The success of this programme culminated with a visit by the Children's Commissioner to our Pontardulais Cadet Unit.

## Stories from our communities: North Wales Cadet Camp

This camp provided forty cadets with a memorable weekend of fun and learning in 2024.

**Activities included outdoor first aid training to enhance the attendee's practical skills, alongside recreational activities such as laser tag and a gaming van.**

**Social opportunities helped cadets build friendships and unwind in an inclusive environment. Feedback highlighted the camp's success in fostering teamwork, confidence, and a sense of belonging.**

**Funding covered venue hire, food, activities, and supplies, ensuring the camp was affordable and accessible to all participants.**

**The CYP Team recently relaunched our new 'Llais' Youth Advisory Panel.**

This is a group of Youth Ambassadors (under the age of 25) who represent the children and young people who both volunteer for SJAC, as well as those who we serve in the wider community.

Our Youth Advisory Panel will provide insights and advice to the organisation, making a meaningful impact on the work the charity does across all its activities.

## Stories from our communities: Lifesaving Aberdare Badger

**A nine-year-old boy saved his mother's life by calling 999 when she was in a diabetic coma.**

Harley was a member of St John Ambulance Cymru's Badger programme and used his first aid knowledge to call 999, raise the alarm with a neighbour and care for his little sister until help arrived.

Harley's mum said: "That night we all went to bed normally. Suddenly, I woke up and my stomach was in agony. I was screaming out in pain most of the night being sick.

"I was in and out of consciousness. I was lying in bed barely breathing. I am so incredibly lucky to be here. He is a real lifesaver. Badgers is absolutely amazing for these children.

"He has been a Badger for a few years now and he absolutely loves it."



**“First aid is extremely important for kids to learn, because look what happened. If Harley didn't go to Badgers, he wouldn't have the knowledge he has.”**



## Clinical

In 2024, we saw considerable strategic and operational progress in the clinical landscape, with significant developments in leadership, governance, and innovation.

A new National Clinical Leadership Structure was successfully implemented, strengthening oversight and driving clinical excellence across all counties.

This has enabled more consistent practice and clearer lines of accountability, supporting the safe delivery of care.

Clinical governance processes have also been enhanced, particularly with the introduction of a formalised approach to the receipt and management of MHRA (Medicines & Healthcare Regulatory Agency) alerts about equipment and medicines.

These processes ensure prompt dissemination and action on safety-critical information, protecting both patients and staff. Medicines management has undergone considerable scrutiny and development.

Governance arrangements have been strengthened, with particular emphasis on the safe handling and use of Controlled Drugs.

This includes the establishment of updated protocols, and enhanced audit measures.

Collaboration between Clinical and Operational leadership has been formalised through the creation of a National Clinical Team for Service Delivery.

This new function integrates clinical insight directly into frontline operations, ensuring that decisions are informed by best practice and aligned to national standards.

## Fundraising

**A total of £1,053,386 was raised as a result of our fundraising activities in 2024.**

This represented an increase of 4.2% on the previous year. We are incredibly grateful to everyone who has donated to our fundraising efforts in 2024.

We received £48,693 as gifts in wills in 2024, with the average gift amount being £22.

£10 could support our Community Trainers to give first aid demonstrations to local schools and community groups.

£25 could support the costs of training new volunteers to deliver our lifesaving work.

£50 could help keep our community buildings open and ensure our volunteers have a safe place to train the next generation of lifesavers.

Over £40,000 was raised from supporter challenges, including events such as the Cardiff Half Marathon.

Our regular supporters raised over £500,000, and we also benefitted from supporters joining our new lottery.

We were also grateful to receive £50,000 from the Moondance Foundation towards our Community Training Programme.

Throughout 2024, we remained registered with the Fundraising Regulator.

All fundraising work was conducted in line with the Code of Fundraising Practice and there were no instances of non-compliance with the Code.



Some of the charity fundraisers who took on the Cardiff Half Marathon to raise money for us in 2024

## Ceremonial Awards & Honours

**During 2024, the Priory for Wales recognised the endeavours of those that had exemplified our vision, mission and motto with their actions and effort.**

Our 2024 Investiture and Visitation Services were held in Llandaff Cathedral in June and at St Davids Cathedral in October.

Both were opportunities to honour those who helped others when they were most in need.



Priory highlights include:

- Debut of the newly commissioned Anthem of the Order of St John at the Annual Investiture Service in Llandaff Cathedral in June. This was sung by our newly established St John Ambulance Cymru Volunteer Choir.
- HRH The Duchess of Gloucester was presented with her gilt medal for 50 years' service with SJAC in December 2024.
- HRH The Duchess of Gloucester met Cardiff volunteers in a visit to St John Baptist Church in April 2024.
- Trustee, James O'Connor, was appointed and installed as Bailiff of St Davids in October 2024.

A ceremony was held in April 2024 where 30 families of organ donors received recognition awards on behalf of their loved ones.

The ceremony was run in conjunction with NHS Blood & Transplant, and the event was sponsored by Hugh James Solicitors.

The commitment of our people to the St John Ambulance Cymru cause was highlighted by the presentation of 51 Long Service Medals and Bars, in recognition of periods of service from a decade up to 55 years' service.

## People, Culture and Experience

Throughout 2024, we undertook extensive consultation with a wide range of internal and external stakeholders to develop our new five-year strategy, covering the period 2025-30.

This process set us on a path to ensure that working and volunteering at St John Ambulance Cymru will be a sector leading experience.

This included:

- Modernising policies to ensure both good governance and consistent, fair people and operational practices. Examples include policies relating to Disciplinary, Health and Safety, Data Protection, Ethical Fundraising, Incident Reporting and Organisational Learning.
- Relocating our ambulance crew from a smaller secondary site in Cardiff to our National Headquarters. In addition to reducing operating costs, this change has provided crew members with an improved working environment and has supported greater working relationships between teams.
- Proactively managing attendance, resulting in a 31.5% reduction in sickness absence compared with 2023.
- Undertaking a comprehensive review of our Safeguarding services and investing resources to strengthening these.
- Establishing a fresh staff team dedicated to improving the experience of volunteers across the organisation. This includes new roles (National Volunteer Manager and Recruitment and Retention Officer) which provide a dedicated and differentiated support to our volunteers separate to that of our staff management structure, whilst still ensuring accountability.
- Exploring potential technological solutions which could reduce administration and consolidate multiple existing platforms, such as a volunteering app.
- Conducting a structural review to ensure that the Charity has in place the skills and experience necessary to provide good governance and can achieve efficiencies. The restructure resulted in the creation of two new Executive Leadership roles (Director of People, Culture and Experience, and Director of Finance and Resources), the merging of two previously separate operational areas (Ambulance Operations and Events) into a new "Response" team, and the creation of a new "Education" service area. The restructure also resulted in 4 compulsory redundancies and 1 voluntary redundancy.

### As of December 2024:

- Following a process of data management and cleansing, the total number of volunteers was 2,189 (2023: 2,602).
- The total number of employees was 168 (2023: 217).



## Sustainability

**We continued to improve the equipment and resources available to our people to ensure a high-quality service can be delivered to patients, and that we take steps to improve our sustainability.**

In October 2024, we released a Carbon Reduction Plan to achieve meaningful reductions in carbon emissions by following a strategic approach, inspired by both organisational practices and broader sustainability initiatives.

This includes:

- Replacing and recycling equipment and vehicles and sourcing new ambulance and hybrid cars for our fleet, with a planned transition to a fully electric car fleet by 2027.
- To reduce paper usage, we are implementing new digital tools, as well as removing filing cabinets and photocopiers from our estate in all but key functions.
- We consolidated our facilities by relocating our Ambulance Team to our headquarters in Cardiff to mitigate our building footprint.
- LED lighting has been installed across Cardiff facilities, with plans to expand these to other buildings shortly.
- Microsoft Teams is our preferred platform for meetings, reducing the need for travel.

## Feedback from our communities: Training at Coleg Gwent



**I just wanted to say a big thank you for the session you ran for us recently. They were informative, engaging and really tailored to our level 2 students.**

**The feedback from them was incredibly positive. Many said they learned a lot and even called it the best external session they have had this year.**

**The activity at the end was great fun and left everyone in high spirits. Thanks again for your support, and we hope to welcome you back soon!**



A group of our St John People from across North Wales providing first aid cover at the 2024 Caernarfon Food Festival





# Governance and Risk Management



# Governance and Risk Management

## Structure, Governance and Management

### Organisational Structure

The Charity is based in Wales with its national headquarters in Cardiff and trades under the name St John Ambulance Cymru.

The Priory Chapter (the 'Board', the 'Board of Trustees' or the 'Board of Directors') is the supreme governing and legislative body of the Charity and of all affairs of the Charity within Wales, under the Sovereign Head and the Grand Prior.

The Charity is one of 11 autonomous Priorities that form The Most Venerable Order of The Hospital of St. John of Jerusalem (the 'Order' or the 'Order of St. John').

The Charity is governed by its Articles of Association and these incorporate the rules, which were approved by the Grand Prior of the Order on 23rd October 1999, under the authority of the Order's Royal Charter and Statutes. Both the Articles of Association and the Regulations of the Charity were subject to a comprehensive review and updating, in consultation with the Order and the Charity Commission.

The final updated Articles of Association were approved and adopted on 31st January 2024 and the updated Regulations on 1st February 2024.

The Charity appoints Trustees on the recommendation of an Appointment Panel to the Board. The Regulations of the Charity set out the process for the recruitment of Trustees and the membership of the Committees.

All operations of the Charity occur directly within that entity during both the current and prior years. The Charity has one trading subsidiary, Maindy Estates Limited (No. 516242), which is wholly owned and whose principal activity is that of property ownership. In addition, the Charity had the following dormant subsidiaries, each of which is wholly owned and has been non-trading throughout both the current and prior years:

- St. John Ambulance in Wales (Priory for Wales) (No. 5071232)
- St. John Wales Patient Transport Limited (No. 5071126)
- St. John Wales Training Company Limited (No. 3318160)
- Order of St. John Priory for Wales Trustee Corporation Limited (2968029)

Applications to close several of the dormant subsidiaries were made to Companies House on 2024, with completion expected in 2025.

The Charity is organised into 3 regions, split further into 7 counties comprising of 64 Adult divisions, 34 Cadet units and 28 Badger setts. The principal activities are:

- Recruitment and training of members of the public in first aid and care
- Provision of first aiders at public events
- Training of young people from the age of five – teaching them first aid and care and general citizenship skills
- The relief of sickness and the protection and preservation of public health, through the provision of services (including the carriage of patients and other transport requirements) to health authorities, hospitals, and others.



## Our locations across Wales in 2024\*



\*please note some locations have more than one division.



## Governance

The Board serves as the governing body of the Charity. The Chapter members also function as Trustees of the Charity in accordance with the Charities Act 2011.

The number of Trustees shall be not less than ten but unless otherwise determined by the Charity in general meetings, shall not be subject to any maximum.

The Board convenes at least four times annually and is chaired by the Prior.

In compliance with the Charity's regulations, the Board appoints Standing Committees as necessary to support its functions.

2024 saw three new Trustees appointed: Marc Penny, Carol Jones, and Nyah Lowe, and the creation of the Clinical Committee.

St John Ambulance Cymru operates in compliance with the Charity Commission's public benefit guidance and the Charities Act 2011.

Our mission is to empower every community with first aid and healthcare skills to save lives.

The Trustees have duly considered public benefit guidance when reviewing objectives and planning future activities.

## Management

The Trustees are responsible for setting strategies and policies and for ensuring that these are implemented.

The Charity now operates with seven Standing Committees of the Board, with supporting panels focussing on specific areas of work.

The committees established to aid the Board are as set out below.



# Our Board of Trustees



## **Paul Griffiths OBE KStJ DL**

### **Prior for Wales (Chair of the Board) and Chair of Honours & Awards Committee**

For six years, Paul Griffiths chaired the Gwent Council for St John Ambulance Cymru, whilst also serving as a National Officer for the Police Superintendents' Association, having previously served as an active senior police officer. Paul has a long history of commitment to voluntary and charitable causes including serving as a trustee for Police Care UK and the Police Arboretum Memorial Trust, and volunteering as a Telephone Friend with the Royal Voluntary Service. Paul was awarded an OBE for 'services to policing' in 2021.



## **Caryn Cox CStJ**

### **Chancellor (Vice Chair of the Board)**

Caryn has over 30 years' experience in health care and social care across the NHS, local government, World Health Organisation, the EU and within the private sector. In her current role as a consultant in public health in the NHS in Wales and England, with a specialism in communicable diseases/health protection, she played a key part in the COVID-19 pandemic response in Wales and England. She has been involved with St John for over 40 years, starting as a member of St John Ambulance in England in childhood. She has been a trustee of St John Ambulance Cymru since 2017 and Chancellor since June 2023.



## **Rt Rev David Morris CStJ**

### **Priory Dean and Chair of Pro Fide Committee**

Originally from the Rhondda Valley, David has been an Anglican priest in Wales for thirteen years. He was once the youngest priest in the Church in Wales and in 2024 became its youngest ever bishop, being appointed Assistant Bishop of Bangor, adopting the title of Bishop of Bardsey. A senior member of staff in the Diocese of Bangor, David has served as Diocesan Director of Ministry for the past two years. David has been a chaplain within St John Ambulance Cymru for over ten years and currently serves as Dean of the Welsh Priory. As Priory Dean, he is responsible for nurturing and sustaining the Christian ethos of the organisation and providing pastoral care to all staff and volunteers through chaplaincy provision. David joined the Board in 2020.





### **Emily Bristow OStJ**

As Senior Vice President at Blue Prism, Emily has worked with many major customers to help make the most of their digital workforce. Previously, Emily was the UK Head of Intelligent Automation at the global IT consulting firm CGI before joining Blue Prism in June 2018. An MSc graduate, Emily has more than 10 years' experience across a variety of IT and operational roles. Emily's first encounter with St John Ambulance Cymru was when she joined the charity as a Badger in Gwent in the 90s. Her involvement with the charity has now come full circle as she became a trustee in February 2021 and is board lead on digital and data development and compliance.



### **Gillian Knight RGN, DipISM**

Gill registered as a general nurse in 1994 and has held a varied range of senior nursing positions across care sectors and in the NHS primarily in cancer care including clinical practice, education, Cancer Services Coordinating Group, the Wales Cancer Network and was appointed as a Nursing Officer for Welsh Government in January 2018. Gill had worked within the Welsh NHS for over 27 years since moving to Wales from her native Ireland. She now supports the Chief Nursing Officer as a nursing officer in the Welsh Government, providing professional advice for various policy areas. Gill has worked with a number of third sector organisations as a nurse adviser to support nursing workforce developments in Uganda. In her spare time, Gill enjoys running, cycling and deep sea diving.



### **Helen Willson MStJ**

#### **Chair of Fundraising & Engagement Committee**

Helen spent 15 years running the Museums and Heritage Service at Caerphilly County Borough Council where she was Principal Museums & Heritage Officer between 2007 and 2017. There, she was responsible for the successful management, development and delivery of the Museums & Heritage Service, its sites, staff and volunteers. With a passion for volunteering, Helen has given her time to support several charitable causes including the Cub Scouts and her local PTA. In her current role, Helen is responsible for leading on volunteering and participation for the National Trust in Wales and has brought her third sector expertise of volunteer-based charities to the Board since February 2021.



## **James O'Connor OStJ FCA CEnv MRSC**

### **Chair of Audit, Risk and Governance Committee**

James joined the not-for-profit sector in 2016 after over a decade with PwC, the world's largest firm of professional advisors. A Fellow of the Institute of Chartered Accountants, James brings his experience of governance, risk management and stakeholder alignment to St John Ambulance Cymru where he has served as a trustee since early 2021. James is currently Director of Corporate Finance & Sustainability at Pobl Group, Wales' largest housing association, where he oversees the strategic treasury approach for the loan and capital markets portfolio to fund the development of more homes for people in need. He is also a non-executive board member for other organisations supporting vulnerable people, collaborative development of energy-efficient new homes and effective use of heritage assets. James was installed as Bailiff of St Davids in 2024.



## **Professor Jean White CBE MStJ**

### **Chair of Clinical Committee**

Professor Jean trained as a general nurse in Swansea and originally practised as a theatre nurse in Wales and London. Jean has held positions in nurse education, at the Welsh National Board for Nursing, Midwifery and Health Visiting, Health Professions Wales and Welsh Government and was Chief Nursing Officer for Wales and senior adviser to Welsh Government between 2010-2021. She has worked with the ministries of several European countries and is an adviser to the World Health Organisation. Now retired from the civil service, Jean is a Visiting Professor of Nursing at University of South Wales; Independent Council Member at Bangor University; Panel Judge for the national St David Awards; Trustee of the South Wales Police Youth Awards; and in March 2023 she began a 12 months role as High Sheriff of Mid Glamorgan.



## **Rhys Jenkins MStJ**

Rhys has practiced as Barrister at Colleton Chambers since 2019, focusing on Family Law and Civil Law across the South West. Beyond a busy practice and family life, Rhys enjoys giving his time to organisations close to heart. Rhys was a Trustee at Cardiff University and the Cardiff University Students' Union from 2014- 2015. He also took on the role of Vice President Education during this time. Rhys was an Institutional Reviewer at the Quality Assurance Agency (QAA) from 2015-17, reviewing user experience, academic rigour, and good governance. He was appointed on 24 June 2023.





## **Marc Penny**

### **Chair of People Committee**

Marc became a St John Ambulance Cymru Trustee in mid 2024. Marc is Director of Improvement and Innovation for Cwm Taf Morgannwg University Health Board as well as holding voluntary roles as Trustee and Board Secretary of Brynawel Rehab. He is a highly experienced and passionate Operational Excellence, Business Transformation and Innovation professional having spent over 25 years leading change and transformation across public and not for profit organisations. Marc's voluntary roles focus within Health and Care charities supporting the most vulnerable within society. He splits his time between South Wales where he lives and North Wales where his partner lives and works. Before becoming a Trustee, Marc was an Independent Member of St John Ambulance Cymru's People Committee.



## **Carol Jones F.C.C.A.**

### **Chair of Financial Resource Committee**

Carol became a St John Ambulance Cymru Trustee in late 2024. FCCA qualified with 36 years' experience in finance-related senior managerial positions within multinationals. Carol has a background of operating for many years as a board director managing financial compliance in global manufacturing and service sectors. She has proven expertise in managing and leading staff through cultural change incorporating lean practices and successful collaborative working with external stakeholders on projects throughout Europe. Carol brings a sound commercial oversight of the charity's finances.



## **Nyah Lowe**

Nyah became a St John Ambulance Cymru Trustee in late 2024. She is the first youth trustee on the St John Ambulance Cymru Board of Trustees, presenting an opportunity for the Board to gain input from individuals of all ages. Nyah's background is Student Voice and Advocacy gaining experience as the President of Undeb Bangor (Bangor University Student's Union). She has experience representing and advocating for students and young people at national and international conferences and engaging with leaders at government level. She also brings experience of developing consultation practices that empower stakeholders to engage and take ownership of policy and strategy development.

## **Board Diversity**

A vital part of supporting communities in Wales involves representing the people that live within them. St John Ambulance is committed to fostering an inclusive culture, bringing expertise and experiences from a range of backgrounds and sectors, and making sure voices are heard.

Average Trustee Tenure (at end of 2024): 3.2 years (2023 – 2.3 years)

Trustees are appointed for a three-year term and may be reappointed for a second three-year term, after which they will leave the Board after a maximum of six years, except in the case of taking up appointment as Prior, Chancellor, Priory Dean or Bailiff of St Davids, in which case up to a further six years in such office is permitted up to an overall maximum of twelve years.

Gender equality is reflected in our Trustees, and this sets a strong example for across the organisation.

The FTSE Women Leaders Review report for 2025 notes the UK's approach to gender equality in boardrooms is setting an international precedent for inclusive business, with 43.4% representation. St John Ambulance Cymru is proud to be an exemplar – of our twelve trustees in 2024, seven were women, equating to 58.3%.

## Standing Committees

### Audit, Risk and Governance Committee

The Audit, Risk & Governance Committee reviews the effectiveness of internal financial controls and risk management systems and the clarity and completeness of disclosures in the financial statements of the Charity and its subsidiaries. The committee will also consider risks presented from the Clinical Assurance Panel. Furthermore, the committee will consider Governance arrangements and will provide detailed assurance to Chapter around the implementation of the Governance Review recommendations. The committee meets four times per year and is chaired by a Trustee.

### Finance & Resource Committee

The Finance & Resource Committee meets four times per year and is chaired by a Trustee with professional financial experience and qualifications. Its purpose is to provide financial oversight of the organisation and reports directly to Chapter. Membership includes both Trustees and independent members.

### People Committee

The People Committee provides assurance to the Board regarding the charity's responsibilities to all matters relating to volunteers, staff and organisational development. It also maintains a strategic overview of the charity's people arrangements with a view to ensuring that these are designed to provide a positive environment for both colleagues and volunteers. The committee meets four times per year and is chaired by a Trustee. Membership includes Trustees and an Independent Committee Member.

### Honours & Awards Committee

The Honours & Awards Committee meets twice per year and recommends admissions to and promotions within the Order below the rank of Knight and Dame, the award of Priory Votes of Thanks and the award of the Life Saving Medal or a Certificate of Honour of the Order. It can also make nominations for Civil Honours and Awards and promotions to Knight or Dame. The committee is chaired by the Prior. Membership includes Trustees and independent members.

### Fundraising & Engagement Committee

The Fundraising & Engagement Committee exercises strategic oversight of fundraising strategy, policy & practice, ensuring fundraising activities are in keeping with the purpose, values and culture of the Charity. The Committee also has governance oversight of communications and engagement activity to further raise the profile of the Charity and publicise the charitable impact and public benefit. Membership includes a minimum of two Trustees, Chair of The Eye Hospital Committee and independent external members. The committee meets four times per year and is chaired by a Trustee.

### Pro Fide Committee

The Pro Fide Committee advises the Prior on all spiritual and ecclesiastical matters pertaining to the charity. It also takes note of guidance issued by the Prelate through Grand Council. The committee approves forms of service and prayers used by the charity. Membership includes senior clergy in Wales', and the Priory's representative on the St John College of Deans. The committee meets twice per year and is chaired by the Dean of the Priory.

### Clinical Committee

The Clinical Committee provides oversight for clinical matters, including Clinical Governance and Assurance. The committee ensures that proper systems and processes are in place to monitor clinical practice and safeguard quality of care. The committee meets four times per year and is chaired by a Trustee.

## Supporting Panels

### St John Eye Hospital Panel

The Eye Hospital Panel's primary objective is to fundraise for the St John Eye Hospital in Jerusalem. The panel meets six times per year and is chaired by the Hospitaller. It is a supporting panel rather than a standing committee of the Board and does not hold delegated authority from the Board. As such, the panel is chaired by the Hospitaller and is composed of independent members appointed by the Hospitaller in consultation with the Prior.

### Investment Panel

The Investment Panel meets twice per year and provides oversight and policy for the charity's investments to safeguard the long-term future of the charity. The panel includes both Trustees and independent members, is chaired by a Trustee and is accountable to the Finance & Resources Committee.



# Leadership Team

The key management personnel to whom the Trustees delegated day-to-day management of the Charity in 2024 are listed below.



## **Richard Lee MBE CStJ QAM FIMC FCPara**

### **Chief Executive Officer**

Richard joined St John Ambulance Cymru as Chief Executive Officer at the beginning of May 2024, following a 5-year period as the Chief Operating Officer at St John Ambulance in England. His efforts in this role resulted in him being awarded an MBE for services to healthcare during Covid-19 in the 2021 New Year's Honours List. He was also awarded the Queens Ambulance Medal for distinguished ambulance service in the 2016 Queen's Birthday honours list. Originally from South London, but having spent his teenage years in North Wales, he is a Paramedic and also brings with him previous experience as Director of Operations at the Welsh Ambulance Services NHS Trust. He also saw active service in the Royal Air Force during the Gulf War in 1991 and the UN operations in Bosnia in 1993. As well as volunteering for St John Ambulance in England during his time there, he also volunteers for MEDSERVE Wales, a branch of the British Association for Immediate Care (BASICS) charity.



## **Benjamin Savage MStJ**

### **Chief Operating Officer**

Ben joined as Chief Operating Officer in June 2021 from St John Ambulance in England, where he was first a volunteer, then Ambulance Operations Manager for Greater Manchester and latterly Head of Planning & Programmes for Event Planning. Having led and implemented major improvement programmes in his previous roles and working and volunteering on the front line across the pandemic, Ben's passion for patient care and enhancing community services has been a constant of his career.



## **Angela Overment**

### **Director of People, Culture and Experience**

Angela joined St John Ambulance Cymru in March 2024. With 20 years of experience in both operational and strategic people roles within the Welsh third sector, Angela brings a wealth of knowledge and a commitment to our mission. A Chartered member of the CIPD, Angela's approach is driven by values. Throughout her career she has been instrumental in building and modernising people practices, ensuring that both organisations and those within them can thrive. Angela's contributions have consistently led to positive changes within the organizations she has been part of and have been acknowledged through accreditation with external quality standards and several awards from HR networks and the CIPD.



## **Lewis Bowman**

### **Director of Finance and Resources**

Lewis joined St John Ambulance Cymru in July 2024, having previously worked as both a practice accountant and charity finance lead at organisations in the South of England.

An ICAEW chartered accountant with a wealth of practical charity specific finance knowledge and also a holder of the ICAEW's charity specialist designation the Diploma in Charity Accounting (DChA), Lewis leads on all financial matters. Having acted as a volunteer treasurer, Lewis also has charity board experience. Lewis has a track record of effective modernisation and process improvement processes. As a result, along with financial input Lewis also leads on the IT and procurement functions.



## **Carl Lane Dip(HE) MSc MloL MCPara**

### **Clinical Director**

Carl joined St John Ambulance Cymru in 1995 as a Cadet in Cardiff, working his way through the organisation in various roles and ranks until he became a Paramedic in 2012. He left St John in 2014 to pursue a career in the NHS, returning in 2024 as the National Paramedic Officer. Carl also served in the Royal Air Force for 7 years as a Medic and worked in various countries around the world both on land, sea, and air. He has worked in the NHS all over the UK and in many sectors including Pre-Hospital, Primary Care, Urgent and Emergency Care and the 111 Service. He has also managed two Minor Injuries Units in Gloucestershire, the 111 service in Bristol and London, as well as a COVID Assessment & Vaccination Service in NHS Orkney. He is an Advanced Practitioner and an Independent Prescriber and works as an NHS Health Board Manager.



## **Richard J Paskell MBE CStJ**

### **Chief Commissioner**

Richard joined St John Ambulance Cymru initially as a Trustee in 2017. He was successfully appointed to the role of Chief Commissioner, our most senior volunteer position, in 2020.

Since then, he has led on the modernisation of St John Ambulance Cymru volunteer structures and is a proactive, visible uniformed leader of our volunteers. He is passionate about volunteering, something he has done for over thirty years with various Charities. In 2022, he was appointed to the Most Excellent Order of the British Empire, by the late HM Queen Elizabeth, for services to Mountain Rescue and to the communities in South Wales.

Richard's full-time job is with South Wales Police.



## Risk Management

SJAC has an integrated Risk Management Framework within which it operates, ensuring that all significant risks are identified and assessed, controls are introduced, and remedial action taken. We introduced a Board Assurance Framework in 2024.

The Risk Management Framework dictates that the risks and associated mitigating actions are monitored monthly by the senior management team, and reported quarterly to the Audit, Risk and Governance Committee, and in turn to the Board.

The Risk Register is updated and reviewed quarterly by the Audit, Risk, and Governance Committee. It incorporates best practice guidelines from the Charity Commission and is a crucial component of SJAC's governance framework.

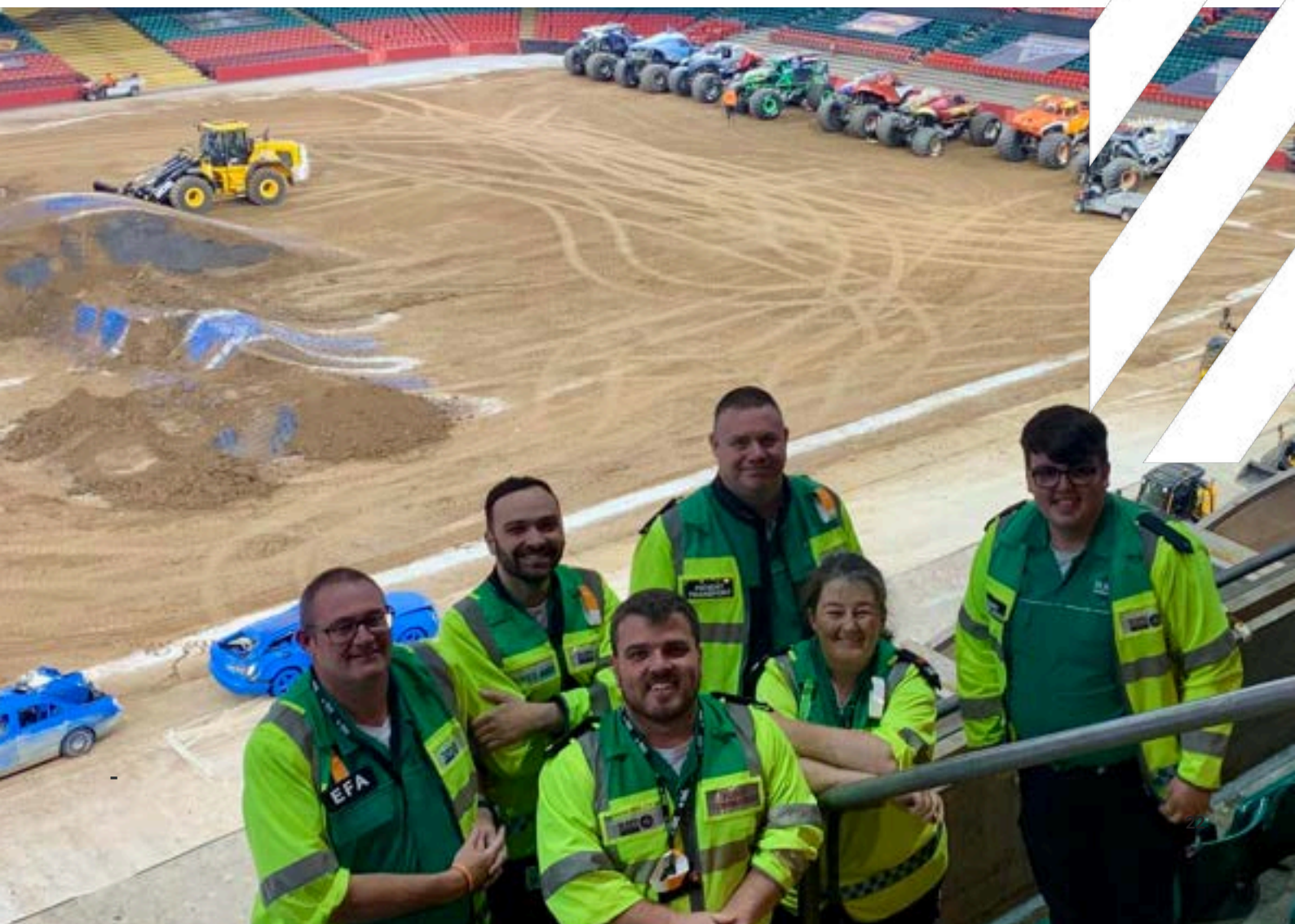
Effective risk management enhances the organisation's confidence in achieving its goals, mitigates threats to acceptable levels, and supports informed decision-making regarding opportunities.

The foremost risk to the charity for 2024 is its financial resilience. This challenge is exacerbated by inflationary pressures which can be seen across the charity sector.

There are increased operational costs, and on-going societal hardships have adversely impacted fundraising efforts.

### The principal risks faced by the Charity are:

- **Financial** – maintaining a sustainable financial position, including ensuring sufficient cash flow to support our ongoing charitable operations.
- **Safeguarding** – protect children and vulnerable adults with maintenance and enforcement of the right culture, controls, and oversight.
- **Clinical** – ensuring the delivery of excellent clinical care by maintaining proper oversight,
- **Regulatory** – ensuring compliance with regulations related to our services, the management of information, and awareness of risks such as incursion, disruption, fraud, or data loss, while remaining accountable to regulatory bodies.



# Reference and Administrative Details

## Name

The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem

## Operating name

St John Ambulance Cymru

## Registration numbers

Company - **05071073**

Charity - **250523**

## Trustees/Directors (Chapter) –

Paul Griffiths (Prior/Chair)

Caryn Cox (Chancellor)

James O'Connor (Bailiff of St Davids)

Rt Rev David Morris (Priory Dean)

Emily Bristow

Rhys Jenkins

Gillian Knight

Prof Jean White

Helen Willson

## Address:

Priory House,  
Beignon Close,  
Ocean Way,  
Cardiff,  
CF24 5PB

**Telephone:** 0300 2011 999

**Website:** [www.sjacymru.org.uk](http://www.sjacymru.org.uk)

## Trustees/Directors (Chapter) –

Marc Penny (appointed 24 June 2024)

Carol Jones (appointed 24 June 2024)

Nyah Lowe (appointed 24 June 2024)

Nick Stork (resigned 24 June 2024)

## Additional Officers of the Priory –

Dr Robert Broughton (Archivist/Librarian)

John Petrie (Director of Ceremonies)

Dr Akram Baig (Hospitaller)





## Standing Committees

### AUDIT, RISK AND GOVERNANCE COMMITTEE

James O'Connor (Chair)  
Emily Bristow  
Caryn Cox  
Rhys Jenkins  
Prof Jean White  
Carol Jones (joined 24 June 2024)  
Meredith Austin-Bruce (Independent Member)  
(joined 24 June 2024)

### CLINICAL COMMITTEE (formed 24 June 2024)

Prof Jean White (Chair)  
Gillian Knight  
Caryn Cox

### FINANCE AND RESOURCE COMMITTEE

Carol Jones (Chair) (joined 24 June 2024)  
Paul Griffiths  
Rhys Jenkins  
James O'Connor  
Stephen Nash (Independent Member)  
(joined 7 February 2024)  
Andy Hassall (Independent Member)  
(joined 10 July 2024)  
Chris Gibbs (Independent Member)  
(joined 10 July 2024)  
Nick Stork (Independent Member)  
(resigned 24 June 2024)

### PEOPLE COMMITTEE

Marc Penny (Chair)  
Caryn Cox  
Helen Willson  
Richard Paskell

### FUNDRAISING AND ENGAGEMENT COMMITTEE

Helen Willson (Chair)  
Rhys Jenkins  
Prof Jean White  
David Gardner (Independent Member)  
Rt Rev David Morris  
Alison Pritchard (Independent Member).

### PRO FIDE COMMITTEE

Rt Rev David Morris (Chair)  
Rt Rev Gregory Cameron (Independent Member)  
Rhys Jenkins  
Rev Canon Sarah Jones (Independent Member)  
James O'Connor  
Rev Canon Alan Pierce-Jones (Independent Member)  
Very Rev Dr Sarah Rowland Jones (Independent Member).

### HONOURS AND AWARDS COMMITTEE

Paul Griffiths (Chair)  
Caryn Cox  
Sheila Davies (Independent Member)  
Colin Jones (Independent Member)  
David Melding (Independent Member)  
Richard Paskell  
Peter Vaughan (Independent Member)

## Supporting Panels

### ST JOHN EYE HOSPITAL PANEL

Dr Akram Baig (Chair/Hospitaller) (resigned 24 June 2025)

Richard Baxter

Sian Burke

Iona David

Lyn Clifton-Davies

Matthew Keats

Ruth Lewis

Paul M. O'Shea

David Peters

Granville Thomas

Maria Thomas

Richard Thomas

Diane Davies (Secretary)

Moawia Bin Sufyan (joined June 24 2025)

### INVESTMENT PANEL

James O'Connor (Chair)

Andy Hassall (joined 24 July 2025)

Chris Davies

Jon Lloyd

Nick Stork (resigned 24 June 2024)

Rhys Jenkins

### BANKERS

Barclays Bank PLC, 1 Churchill Place, London E14 5HP

### SOLICITORS

Acuity Law - 3 Assembly Square, Britannia Quay, Cardiff, CF10 4PL

Blake Morgan LLP, One Central Square, Cardiff, CF10 1FS

### INVESTMENT MANAGERS

Brewin Dolphin Ltd, 5 Callaghan Square, Cardiff CF10 5BT

### INDEPENDENT AUDITORS

Azets Audit Services, Ty Derw, Lime Tree Court, Cardiff Gate Business Park, Cardiff CF23 8AB



## **Responsibilities of the Board of Directors**

The Trustees (who are also directors of The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem for the purposes of company law) are responsible for preparing the Trustees' report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently,
- Observe the methods and principles in the Charities SORP,
- Make judgments and accounting estimates that are reasonable and prudent,
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and,
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware, and,
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of the information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 13th June 2025 and signed on its behalf by:



**Paul Griffiths, OBE KStJ DL**  
Prior for Wales and Chair of the Board



# Independent Auditor's Report



## Independent Auditor's Report

### Opinion

We have audited the financial statements of The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem (the 'parent charitable company') for the year ended 31 December 2024 which comprise the consolidated Statement of Financial Activities, the consolidated and parent Balance Sheet, the consolidated Statement of Cash Flows and notes the financial statements, including significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

#### In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions Relating to Going Concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions

that, individually or collectively, may cast significant doubt on the group or parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other Information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Opinions on Other Matters Prescribed by the Companies Act 2006

#### In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' report (incorporating the strategic report and directors report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors report including the Trustees report have been prepared in accordance with applicable legal requirements.

### Matters on Which we are Required to Report by Exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material

misstatements in the strategic report and the directors' report included within the trustees report.

**We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:**

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit

**Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Statements**

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>.

This description forms part of our auditor's report.

**Extent to Which the Audit was Considered Capable of Detecting Irregularities, Including Fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

**In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:**

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;



- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become

aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

#### **Use of Our Report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Andrew Howells**  
**(Senior Statutory Auditor)**

For and on behalf of Azets Audit Services Chartered Accountants and Statutory Auditor  
Tŷ Derw,  
Lime Tree Court,  
Cardiff Gate Business Park,  
Cardiff,  
CF23 8AB





# Our Financial Performance

## Our Financial Performance

**2024 has been a year of change for St John Ambulance Cymru. A new leadership team was installed during the year and a restructure of the entity took place during the second half of the year. These changes have provided steps towards financial stability.**

St John Ambulance Cymru reported a deficit of £550k for the year ended 31 December 2024 (2023: deficit of £848k). The reduced deficit reflects continued efforts to control expenditure and prioritise income generation in core service areas.

Total income for the year was £7.77million (2023: £7.83 million). The composition was changed towards more Fundraising and Workplace Training income with a reduction in Ambulance Operations income.

A 6% rise in Workplace Training income (£89k increase), reflects a pivot towards an increase in the volume of courses delivered.

Fundraising income increased 11% (£109k), supported by growth in legacies and individual donations. Fundraising will continue to be an area of focus going forward supported by an internal fundraising department and also a network of dedicated volunteers throughout Wales. A strategic shift is planned from door-to-door fundraising to focus on our lottery offering.

Ambulance Operations income reduced by 5% (£172k decline), largely due to a cessation of unprofitable contracts and services which assisted an increase in contribution from ambulance services returning it to profitability. our Falls service continues to be a significant portion of our Ambulance work and our partnership in this area with Welsh Ambulance Service Trust will continue in 2025.

Events income has held steady year on year at £1.1m, we continue to offer a spectrum of services from small community events to large scale arenas supported by our volunteers.

Direct costs fell by £394k (7%) to £4.93 million. The most significant savings were seen in Ambulance Operations, where costs fell by 17% (£585k) due to changes in our service offering and efficiencies in service provision. Fundraising direct costs increased by £148k (83%) in line with investment in donor acquisition and retention.

Overheads decreased by £157k (4%) to £3.72 million. The organisation managed to contain general overheads while addressing inflationary pressures and sustaining core operations.

The charity has embarked upon a programme of strategic property rationalisation and sales of non-strategic properties are reflected in the decrease in fixed assets, which also reflects a draw down from investments to fund the transformation programme.

All funds of the charity not immediately required to be used or applied for the ordinary purposes of, or in carrying out the objects of the charity, subject to the terms of any trust, may be invested by the Board on behalf of the charity in any permitted investment.

Investment income which includes interest earned, was £32k a reduction from £69k in 2023. This reduction is due to the reduction in our investment holdings during 2024.

In 2024 there were gains on investment assets of £61k (2023: £68k).

### Going Concern

The charity has several diversified income streams and is not dependent on any one single organisation for sales or funding. There remain financial challenges for the charity to navigate, but the development of the 2025-30 Strategy is designed to ensure the charity can manage the risks.

The Trustees believe that the charity has adequate resources to manage business and financial risk, and a reasonable belief that the charity will continue in operational existence for the near future.

### Heritage Assets

The charity possesses heritage assets that embody its historical significance and longstanding community engagement.

Effective management of these assets is essential to preserve and conserve the heritage of SJAC, while also promoting future educational initiatives.

In 2025, the organisation intends to submit a bid to the National Lottery Heritage at Risk Fund to evaluate and safeguard these assets.

## Staff Salaries

St John Ambulance Cymru strives to pay fair and appropriate wages for our staff's roles and responsibilities.

Our staff salaries are as follows:

Salary band (per annum)	Number of staff
Spot (CEO) - £115,000	1
1 - £64,927 - £69,255	1
2 - £51,941 - £56,270	5
3 - £36,413 - £42,015	4
4 - £30,531 - £36,412	13
5 - £26,609 - £30,530	15
6 - £21,846 - £26,608	30
7 - £21,145 - £21,845	5

The ratio between the highest paid employee and the lowest paid employee was 1:5.5.

In Ambulance Operations, the salaries are split into the following rates of pay:

Rate of Pay (per hour)	Number of staff
Team Leader - £13.35-£13.55	6
UCS and Falls - £11.99-£12.29	63
UCS only - £11.74-£11.99	6
PCA - £11.44-£11.66	19

The CEO is appointed by the Board of Trustees and reports directly to the Prior. The level of CEO pay should be sufficient to attract, retain and motivate someone of the quality required to lead the charity successfully, but not more than is necessary for this purpose. The CEO salary is a spot salary, agreed by the Board of Trustees annually, typically to apply from 1 April.

The CEO salary review will take into account:

- the previous experience of the post holder and the value that this experience brings to the charity
- general market conditions, which may also include comparison with other CEO roles in similar sized charitable or not for profit organisations (although it is recognised that good pay means value for money, transparently set and communicated, and this may be different in every organisation)
- affordability based on the financial performance of the charity.

## Reserves Policy

In line with best practice, the charity and group reviews its policy for holding reserves on an annual basis.

Restricted funds are those funds for which use is specifically restricted; they are not available for the general purposes of the Charity.

Unrestricted funds are funds which are available for use, though some funds may only be realised by the disposal of assets.

These include the Fixed Asset Property Reserve, the Revaluation Reserve, and the Heritage Assets Valuation reserve.

The remaining unrestricted income funds are those which are readily available for use and include 'Other Charitable Funds'.

As of 31 December 2024, the funds of the group are as follows:

Restricted income funds	1,189
Unrestricted income funds	
Fixed asset property reserve	2,147
Revaluation reserve	256
Heritage assets valuation reserve	115
Other charitable funds	1,155
Total Charity funds	4,862



## Free Reserves

The Trustees consider that it is important to maintain adequate free reserves both to ensure the future viability of the charity and to ensure that in the event that the charity's long-term viability is in doubt, we are able to meet our obligations and commitments to those individuals and organisations that work in partnership with us, particularly our staff, volunteers and suppliers.

SJAC relies heavily on four main revenue streams: Ambulance Operations, Workplace Training in first aid, events first aid duties and income from fundraising.

Workplace Training and Events income is contracted, but not to a level which provides long-term security.

Fundraising income is by nature insecure, cannot be guaranteed and can potentially be significantly impacted by changes in the economic environment, with many charities already finding it more challenging to raise funds via grants and donations.

With the above in mind, the Trustees consider that it is prudent to maintain a level of reserves that would ensure that in the event of serious difficulty or business continuity issues, the charity would be able to function for a set period.

The different areas of the business have been considered separately, but the Trustees seek to ensure that the ongoing operations of the charity be protected for up to six months, allowing time and opportunity for alternative solutions to be sought or in the very worst case, the 'wind-up' of operations.

The charity seeks to safeguard the important contribution volunteers make to society and the communities of Wales. Having these funds available should ensure SJAC can do so.

On this basis, the charity is seeking to increase free reserves to approximately £4m.

Free reserves at the end of 2024 were £686,022 (2023: £955,000).

## Objectives of the Investment Portfolio

The objectives of the investment portfolio are to achieve capital growth and generate income for the Charity.

In line with these objectives the portfolio has generated a total return gross of fees of 8.5% in 2024.







# Financial Statements



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating an income and expenditure account)  
Year ended 31 December 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
<b>Income and endowments from:</b>					
Donations and legacies	4	728,823	373,863	1,102,686	926,666
Other trading activities	6	114,389	-	114,389	126,933
Investments	7	32,235	-	32,235	68,743
		<u>875,447</u>	<u>373,863</u>	<u>1,249,310</u>	<u>1,122,342</u>
<b>Charitable activities</b>					
Provision of first aid and youth development	5,8	1,261,059	110,191	1,371,250	1,484,123
Ambulance and transport services	5	3,593,703	-	3,593,703	3,764,616
First aid training	5	1,558,009	-	1,558,009	1,460,813
		<u>6,412,771</u>	<u>110,191</u>	<u>6,522,962</u>	<u>6,709,552</u>
<b>Total income and endowments</b>		<u><u>7,288,218</u></u>	<u><u>484,054</u></u>	<u><u>7,772,272</u></u>	<u><u>7,831,894</u></u>
<b>Expenditure on:</b>					
Raising funds	9	906,843	14,514	921,356	771,400
<b>Charitable activities</b>					
Provision of first aid and youth development	8,10	1,776,467	477,065	2,253,532	2,184,778
Ambulance and transport services	10	4,155,520	15,050	4,170,570	4,886,863
First aid training	10	1,275,644	11,979	1,287,623	1,350,726
		<u>7,207,631</u>	<u>504,094</u>	<u>7,711,725</u>	<u>8,422,367</u>
Governance	10	23,800	-	23,800	22,070
<b>Total expenditure</b>		<u><u>8,138,274</u></u>	<u><u>518,608</u></u>	<u><u>8,656,882</u></u>	<u><u>9,215,837</u></u>
<b>Net gains/(losses) on investments</b>					
<b>Realised gains on investment assets</b>					
	18	7,585	-	7,585	71,890
<b>Unrealised gains/(losses) on investment assets</b>					
	18	53,573	-	53,573	(3,631)
<b>Net expenditure</b>		<u><u>(788,898)</u></u>	<u><u>(34,554)</u></u>	<u><u>(823,452)</u></u>	<u><u>(1,315,684)</u></u>
<b>Other recognised gains/losses:</b>					
Profit on sale of assets		272,976	-	272,976	467,503
<b>Net movement in funds</b>		<u><u>(515,922)</u></u>	<u><u>(34,554)</u></u>	<u><u>(550,476)</u></u>	<u><u>(848,181)</u></u>
<b>Reconciliation of funds</b>					
Total funds brought forward	26,27	4,188,421	1,223,961	5,412,382	6,260,563
<b>Total funds carried forward</b>	27,28	<u><u>3,672,499</u></u>	<u><u>1,189,407</u></u>	<u><u>4,861,906</u></u>	<u><u>5,412,382</u></u>

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating an income and expenditure account)**  
**Year ended 31 December 2024**

All activities are continuing.

Other recognised gains and losses for the current and the prior financial year have been shown in the statement of financial activities and, accordingly, no separate statement of total recognised gains and losses is presented.

The surplus for the year for Companies Act purposes comprises the net deficit for the year of £884,610 (2023: £1,383,943 deficit) and realised gains on investments of £7,585 (2023: £71,890 gains), totalling a deficit of £877,025 (2023: £1,312,053).

There is no material difference between the net deficit for the financial year stated above and the historical costs equivalent.

There are no movements in funds other than as stated above.



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED BALANCE SHEET  
As at 31 December 2024**

		2024	2023
	Note	£	£
<b>Fixed assets:</b>			
Heritage assets	15	114,730	114,730
Intangible assets	16	57,664	118,579
Tangible assets:			
Freehold and leasehold properties	17a	3,415,117	3,790,120
Vehicles, equipment, computers and other	17b	422,686	337,279
Investments	18	1,009,485	1,662,743
		<u>5,019,682</u>	<u>6,023,451</u>
<b>Current assets:</b>			
Debtors	19	881,408	1,134,958
Investments	20	4,029	4,029
Cash at bank and in hand		148,764	20,503
		<u>1,034,201</u>	<u>1,159,490</u>
<b>Liabilities:</b>			
Creditors: amounts falling due within one year	21	<u>(1,173,903)</u>	<u>(1,738,075)</u>
<b>Net current liabilities</b>		<b>(139,702)</b>	<b>(578,585)</b>
<b>Total assets less current liabilities</b>		<u><b>4,879,980</b></u>	<u><b>5,444,866</b></u>
Creditors: amounts falling due after more than one year	22	<b>(18,074)</b>	<b>(32,484)</b>
<b>Net assets</b>		<u><b>4,861,906</b></u>	<u><b>5,412,382</b></u>
<b>The funds of the Charity:</b>			
Restricted income funds	26,28	1,189,407	1,223,961
Unrestricted income funds:			
Other charitable funds	27,28	1,154,651	1,121,293
Fixed asset property reserve	27,28	2,147,146	2,516,844
Revaluation reserve	27,28	255,972	435,554
Heritage assets valuation reserve	27,28	114,730	114,730
<b>Total Charity funds</b>		<u><b>4,861,906</b></u>	<u><b>5,412,382</b></u>

The notes on pages 42-72 form part of the financial statements.

The financial statements were approved by the Board on 13 June 2025 and were signed on its behalf by:



**Paul Griffiths, Chair**



**James O'Connor, Trustee**

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CHARITY BALANCE SHEET**  
**As at 31 December 2024**

		2024		2023	
	Note	£	£	£	£
<b>Fixed assets:</b>					
Heritage assets	15		114,730		114,730
Intangible assets	16		57,664		118,579
Tangible assets:					
Freehold and leasehold properties	17a		3,357,874		3,590,120
Vehicles, equipment, computers and other	17b		422,686		337,279
Investments:					
Quoted investments	18		1,009,485		1,662,743
Other investments	18		57,189		57,189
			<u>5,019,628</u>		<u>5,880,640</u>
<b>Current assets:</b>					
Debtors	19	880,879		1,147,118	
Investments	20	4,029		4,029	
Cash at bank and in hand		147,681		19,690	
		<u>1,032,589</u>		<u>1,170,837</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	21	(1,301,249)		(1,780,543)	
<b>Net current liabilities</b>			(268,660)		(609,706)
<b>Total assets less current liabilities</b>			<u>4,750,968</u>		<u>5,270,934</u>
Creditors: amounts falling due after more than one year	22		(18,074)		(32,484)
<b>Net assets</b>			<u>4,732,894</u>		<u>5,238,450</u>
<b>The funds of the Charity:</b>					
Restricted income funds	26,28		1,189,407		1,223,961
Unrestricted income funds					
Other charitable funds	27,28		1,082,882		1,147,361
Fixed asset property reserve	27,28		2,139,646		2,509,344
Revaluation reserve	27,28		206,229		243,054
Heritage assets valuation reserve	27,28		114,730		114,730
<b>Total Charity funds</b>			<u>4,732,894</u>		<u>5,238,450</u>

The notes on pages 42 – 72 form part of the financial statements.

The financial statements were approved by the Board on 13 June 2025 and were signed on its behalf by:



Paul Griffiths, Chair



James O'Connor, Trustee

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED CASH FLOW STATEMENT**  
**Year Ended 31 December 2024**

	Note	2024 £	2023 £
<b>Cash expended on operating activities</b>	29	<b>(730,215)</b>	(555,108)
Finance costs	29	<b>(28,006)</b>	(31,597)
		<hr/>	<hr/>
<b><i>Net cash used in operating activities</i></b>		<b>(758,221)</b>	(586,705)
		<hr/>	<hr/>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments	18	<b>33,184</b>	68,743
Purchase of tangible fixed assets	17a/b	<b>(244,220)</b>	(131,305)
Purchase of intangible fixed assets	16	<b>(7,267)</b>	(3,310)
Proceeds from sale of investments		<b>766,964</b>	1,043,678
Purchase of investments		<b>(52,548)</b>	(531,988)
Proceeds from sale of tangible fixed assets		<b>555,880</b>	511,827
		<hr/>	<hr/>
<b>Net cash provided by investing activities</b>		<b>1,051,993</b>	957,645
		<hr/>	<hr/>
<b>Cash flows from financing activities:</b>			
Repayments of assets purchased via finance lease		<b>(30,914)</b>	(10,443)
Repayments of mortgages		<b>(21,101)</b>	(39,028)
Repayments of loans		<b>(28,729)</b>	(103,764)
Cash inflows from new borrowing	23	-	53,450
		<hr/>	<hr/>
<b>Net cash used in financing activities</b>	30	<b>(80,744)</b>	(99,785)
		<hr/>	<hr/>
<b>Increase/(decrease) in cash and cash equivalents in the year</b>	30	<b>213,028</b>	(271,155)
<b>Cash and cash equivalents at 1 January</b>		<b>(60,235)</b>	(331,390)
<b>Cash and cash equivalents at 31 December</b>	30	<b>152,793</b>	(60,235)
		<hr/>	<hr/>



**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

**1. ACCOUNTING POLICIES**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the Charity's financial statements.

**Charity Information**

The Charity is a company limited by guarantee incorporated in England and Wales. The registered office is Priory House, Beignon Close, Ocean Way, Cardiff, CF24 5PB.

**Basis of Preparation**

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006 and "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). The Charity is a Public Benefit Entity as defined by FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Group has taken advantage of the exemption to not prepare a separate Statement of Financial Activities ('SOFA') and Cash Flow Statement for the Charity.

The financial statements are prepared in British pounds sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

**Going Concern**

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The going concern basis of accounting has therefore continued to be used in preparing the annual financial statements.

**Accounting by charities**

The Charity has availed itself of paragraph 3(3) of Schedule 4 of the Companies Act and has adapted the Companies Act formats to reflect the special nature of the Charity's activities.

**Accounting treatment of subordinate organisations**

The financial statements represent the consolidated financial position of the Group. This includes the results of St John Wales Training Company Limited, St John Ambulance in Wales (Priory for Wales), St John Wales Patient Transport Services, Order of St John Priory for Wales Trustee Corporation Ltd and Maindy Estates Limited, all 100% subsidiaries of the Charity. All the subsidiary entities except for Maindy Estates Ltd are dormant.

The financial statements are consolidated on a line-by-line basis and cover the consolidated financial position and transactions of all companies controlled by the Charity. All intra-group transactions are eliminated on consolidation.

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

ACCOUNTING POLICIES (continued)

**Income recognition**

Course income is recognised at the time the course is run. Course income received in advance is treated as deferred income. Income from patient transport services and first aid cover is recognised when the service is provided. Supplies income is recognised when the goods are despatched. The value of donated goods for resale sold is recognised under "Income from other trading activities" when the goods are sold. Fundraising and all other income is recognised in the statement of financial activities when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income consists of the invoiced value (excluding VAT) of goods sold/supplied to third parties and members.

No amounts are included in the financial statements for services donated by volunteers.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Sponsorship income is credited to the SOFA in the year in which it is due.

**Grants**

Grants for the purchase of equipment and towards the initial setting up of projects are credited in full to the various activities in furtherance of the Charity's objects in the year in which they are received. Grants that provide core funding or are of a general nature provided by government and charitable foundations are recorded as voluntary income. Grants received specifically for goods and services to be provided as part of charitable activities are recorded against the activity to which they relate.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Capital grants are released to the SOFA in the year of receipt.

Fixed assets relating to capital grants are capitalised, and depreciation charged is offset against the grant income, in a restricted fund.

**Bequests**

Bequests are credited to the income and expenditure account when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

**Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs in relation to generating income such as fundraising activities
- Expenditure on charitable activities includes all costs relating to the furtherance of the Charity's objectives as stated in the Trustees' report

Governance costs comprise audit fees.

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

ACCOUNTING POLICIES (continued)

**Irrecoverable VAT**

Irrecoverable VAT incurred due to the use of the partial exemption method is allocated across all activities as a finance support cost.

**Redundancy and termination payment policy**

Redundancy and termination payments are made in line with the legislation in place at the time. There is no contractual obligation to make any payments beyond the statutory payments.

**Heritage assets**

Heritage assets were valued at market value on 6 April 2016. No depreciation is charged due to them having an indefinite life.

**Intangible fixed assets**

Intangible fixed assets comprise the website and software purchased which will be amortised over its estimated useful life, being four years.

**Tangible fixed assets**

Tangible fixed assets are stated at historic purchase cost less accumulated depreciation. Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to working condition for its intended use. Freehold land is not depreciated.

**The following rates are used for the depreciation of the asset over its useful life:**

Freehold properties	2%
Plant & machinery	10%
Motor vehicles	14% or 20%
First Aid equipment	20%
Computers	25% or 14%
Other	20%

The Charity's capitalisation policy is that all single assets or group purchase of related assets costing £5,000 or more are capitalised. This policy was reviewed in 2016.

The freehold and leasehold properties were professionally revalued in 1996.

The Group treats freehold land that is held for capital appreciation, rental income or both, as investment properties. Investment properties are not depreciated and are instead carried at their fair values based on market value determined by the Trustees at each reporting date.

**Investments**

Investments held as fixed assets are a form of basic financial instrument and are initially recognised at transaction value. They are subsequently measured at fair value as at the balance sheet date using the closing quoted market price.

Investments are stated at mid-market value in accordance with the SORP. Realised and unrealised gains and losses on disposal and revaluation of investments are taken to the SOFA.

Other investments represent unlisted investments in subsidiary companies and are stated at cost less any provision for impairment.



**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

ACCOUNTING POLICIES (continued)

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Cash and cash equivalents**

Cash comprises cash in bank and in hand. Cash equivalents are short-term, highly liquid investments with a maturity of less than 90 days that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

**Creditors and provisions**

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Deferred and accrued income**

Income received in advance is treated as deferred income. Income received in arrears is treated as accrued income.

**Liabilities policy**

Liabilities are recognised in the SOFA as they become payable.

**Operating leases**

Rental costs under operating leases are charged to the profit and loss account in equal annual amounts over the period of the leases.

**Fund accounting**

Unrestricted funds are those available for use at the discretion of the Trustees in furtherance of the general objects of the Charity, which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

A fixed asset property reserve reflects the funds already invested in property.

Restricted funds are those which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for a particular purposes. The cost of raising and administering such funds is charged against the specific fund. The aim and use of each restricted fund is set out in note 26.

**Financial instruments**

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

Financial instruments are recognised in the balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

ACCOUNTING POLICIES (continued)

**Classification of financial liabilities**

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all its liabilities.

**Basic financial liabilities**

Basic financial liabilities, including creditors, bank loans and loans from fellow Group undertakings that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Pension scheme**

The pension scheme utilised by the Charity is a Scottish Widows defined contribution workplace pension scheme. Pension costs charged to the Statement of Financial Activities (SOFA) represent contributions payable by the Charity to the pension scheme during the year.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. TAXATION STATUS

The Charity is a company limited by guarantee and is a registered charity. The Charity is subject to the taxation relief applicable to charities except for a small amount of non-primary trading income.

The sole active subsidiary, Maindy Estates Limited (all other subsidiaries being dormant), is subject to Corporation Tax. No current tax charge arose in the period as tax losses from previous periods have been offset against the current year profit incurred by Maindy Estates Limited.

**Taxation**

As a registered charity, The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

**4. INCOME FROM DONATIONS AND LEGACIES**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Donations, legacies and similar incoming resources	<b>704,556</b>	<b>369,927</b>	<b>1,074,483</b>	894,408
Oblation fees and members donations	<b>24,267</b>	-	<b>24,267</b>	25,455
St John of Jerusalem Eye Hospital	-	<b>3,936</b>	<b>3,936</b>	6,803
	<b>728,823</b>	<b>373,863</b>	<b>1,102,686</b>	926,666

**5. INCOME FROM CHARITABLE ACTIVITIES**

	<b>Grants £</b>	<b>Other income £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Provision of first aid and youth development	<b>110,191</b>	<b>1,261,059</b>	<b>1,371,250</b>	1,484,123
Ambulance and transport services	-	<b>3,593,703</b>	<b>3,593,703</b>	3,764,616
First aid training	-	<b>1,558,009</b>	<b>1,558,009</b>	1,460,813
	<b>110,191</b>	<b>6,412,771</b>	<b>6,522,962</b>	6,709,552

**6. INCOME FROM OTHER TRADING ACTIVITIES**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Income from property	<b>83,610</b>	-	<b>83,610</b>	81,564
Fundraising events	<b>6,460</b>	-	<b>6,460</b>	11,376
Sundry sales	<b>24,319</b>	-	<b>24,319</b>	33,993
	<b>114,389</b>	-	<b>114,389</b>	126,933

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**7. INCOME FROM INVESTMENTS**

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Securities	30,236	-	30,236	68,743
Interest bearing deposits	1,999	-	1,999	-
	<u>32,235</u>	<u>-</u>	<u>32,235</u>	<u>68,743</u>

**8. PROVISION OF FIRST AID AND YOUTH DEVELOPMENT**

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
<b>Income</b>				
Events	1,071,596	-	1,071,596	1,126,413
Youth activities	30,856	110,191	141,047	88,581
Community training	583	-	583	14,509
Community response	158,024	-	158,024	254,620
	<u>1,261,059</u>	<u>110,191</u>	<u>1,371,250</u>	<u>1,484,123</u>
<b>Expenditure</b>				
Events and transport	655,063	-	655,063	677,885
Youth activities	55,993	86,212	142,205	141,974
Community training	127,286	20,143	147,429	139,721
Community response	92,282	-	92,282	67,315
Running divisions	599,546	362,437	961,983	886,040
Indirect support costs (see note 10)	246,298	8,272	254,570	271,843
	<u>1,776,468</u>	<u>477,064</u>	<u>2,253,532</u>	<u>2,184,778</u>

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**9. EXPENDITURE ON RAISING FUNDS**

	Staff £	Deprec- iation £	Direct £	Other £	Support costs £	Total 2024 £	Total 2023 £
<b>Cost of raising funds</b>	<b>375,611</b>	<b>-</b>	<b>378,018</b>	<b>11,213</b>	<b>156,516</b>	<b>921,358</b>	<b>771,400</b>

**10. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff £	Deprec- iation £	Direct £	Other £	Support costs £	Total 2024 £	Total 2023 £
<b>Charitable activities</b>							
Provision of first aid and youth development	704,227	186,741	1,075,275	32,719	254,570	2,253,532	2,184,778
Ambulance and transport services	2,767,537	8,447	456,857	111,490	826,239	4,170,570	4,886,863
First aid training	758,793	-	159,575	26,119	343,136	1,287,623	1,350,726
Governance costs	-	-	-	23,800	-	23,800	22,070
<b>Total charitable activities</b>	<b>4,230,557</b>	<b>195,188</b>	<b>1,691,707</b>	<b>194,128</b>	<b>1,423,945</b>	<b>7,735,525</b>	<b>8,444,437</b>
<b>Total resources expended</b>	<b>4,606,168</b>	<b>195,188</b>	<b>2,069,725</b>	<b>205,341</b>	<b>1,580,460</b>	<b>8,656,882</b>	<b>9,215,837</b>

A further £98,822 of depreciation and amortisation for the Charity is allocated to support costs, therefore total depreciation amounts to £293,937.

Governance costs comprise audit fees.

	2024 £	2023 £
<b>The above costs include</b>		
Fees payable for the audit	23,800	22,070
Fees payable to the auditors for other services	-	-
Operating lease rentals – equipment	1,872	2,608
Operating lease rentals – vehicles	38,071	38,071
Operating lease rentals – property	69,440	41,000
Investment management fees	6,160	10,271



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**11. ANALYSIS OF SUPPORT COSTS**

Total resources expended (see note 10) include all support costs, which comprise:

	<b>Management</b>	<b>Finance</b>	<b>Information technology</b>	<b>Facilities</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cost of generating funds	37,502	27,583	10,247	81,184	156,516	164,598
Provision of first aid and youth development	66,671	49,036	30,752	108,110	254,569	271,843
Ambulance and transport services	458,363	337,124	30,752	-	826,239	883,443
First aid training	87,506	64,360	30,752	160,518	343,136	357,532
	<b>650,042</b>	<b>478,103</b>	<b>102,503</b>	<b>349,812</b>	<b>1,580,460</b>	<b>1,677,416</b>

Management and finance costs have been allocated based on number of full-time equivalent employees.

Information technology costs have been split equally across primary functions.

Facilities costs have been allocated based on floor space.

**12. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**

<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Staff costs</b>		
Wages and salaries	4,836,922	5,350,335
Social security costs	408,390	428,518
Other pension costs	350,296	386,248
Pension payments to ex-employees	-	2,235
	<b>5,595,608</b>	<b>6,167,336</b>

The Trustees did not receive any emoluments in respect of their services to the Charity (2023: £nil). Travel expenses of £1,554 were paid to four Trustees during the year (2023: £3,526 was paid to three Trustees).

There were two employees (2023: three employees) earning over £60,000 per annum excluding pension contributions, with one employee (2023: two employees) falling into the earnings band of £60,000 - £70,000, and one employee (2023: one employee) in the band £70,000 - £80,000. Pension contributions of £3,468 were paid in respect of these employees.

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**12. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL (continued)**

The key management personnel of the Group and parent charity are as detailed in the Trustees' report. The total employee benefits (including salary, employer's national insurance, pension, benefits in kind and termination payments) of the key management personnel of the Charity were £260,474 (2023: £237,910).

Termination payments totalling £53,901 were paid for the year (2023: £52,200).

**13. STAFF NUMBERS**

**Group and Charity**

**The average headcount for the year was:**

	<b>2024</b>	2023
	<b>No.</b>	No.
Fundraising and marketing (cost of raising funds)	<b>10</b>	11
Provision of first aid and youth development	<b>53</b>	62
Ambulance and transport services	<b>107</b>	130
First aid training	<b>24</b>	27
Administration and finance	<b>22</b>	27
	<hr/> <b>216</b> <hr/>	<hr/> 257 <hr/>

**The average monthly number of employees by function, calculated based on full-time equivalents, was:**

	<b>2024</b>	2023
	<b>No.</b>	No.
Fundraising and marketing (cost of raising funds)	<b>9</b>	11
Provision of first aid and youth development	<b>20</b>	24
Ambulance and transport services	<b>110</b>	130
First aid training	<b>21</b>	25
Administration and finance	<b>19</b>	23
	<hr/> <b>179</b> <hr/>	<hr/> 213 <hr/>

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**14. SUBSIDIARY UNDERTAKINGS**

The Charity owns 100% of the share capital of Maindy Estates Limited and St John Wales Training Company Limited. It directly controls St John Ambulance in Wales (Priory for Wales) and St John Wales Patient Transport Services, both of which are companies limited by guarantee and not having share capital. These consolidated financial statements incorporate the financial statements of the Charity and subsidiary undertakings.

All the above-named subsidiaries are incorporated in the United Kingdom. The activities of the subsidiaries are as follows:

Maindy Estates Limited (Company Reg No. 516242): Property ownership and management.

Order of St John Priory for Wales Trustee Corporation Ltd (Company Reg No. 02968029): The company has been dormant since 1 January 2020.

St John Wales Training Company Limited (Company Reg No. 3318160): The company has been dormant since 1 January 2020 and was dissolved on 29 April 2025.

St John Ambulance in Wales (Priory for Wales) (Company Reg No. 05071232): The charity has been dormant since 1 April 2013 and was dissolved on 29 April 2025.

St John Wales Patient Transport Services (Company Reg No. 05071126): The charity has been dormant since 1 April 2013 and was dissolved on 29 April 2025.

A summary of the trading results for the years ended 31 December 2024 and 31 December 2023 of Maindy Estates Limited is shown below.

Summary profit and loss account

	<b>Maindy Estates Limited</b>	
	<b>2024</b>	2023
	£	£
Turnover	<b>948</b>	4,141
Costs of sales and administrative expenses	<b>(25,868)</b>	(36,499)
Operating profit / (loss)	<b>(24,920)</b>	(32,358)
Profit / (loss) on ordinary activities before and after tax	(24,920)	(32,358)



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**14. SUBSIDIARY UNDERTAKINGS (continued)**

**Summary balance sheet**

	<b>St John Wales Training Company Limited</b>		<b>Maindy Estates Limited</b>	
	<b>2024</b>	2023	<b>2024</b>	2023
	£	£	£	£
Fixed assets	-	-	<b>57,243</b>	180,000
Current assets	<b>57,129</b>	57,129	<b>73,935</b>	1,533
Creditors: amounts falling due within one year	-	-	<b>(2,106)</b>	(27,541)
Net assets	<b>57,129</b>	57,129	<b>129,072</b>	153,992
Aggregate share capital and reserves	<b>57,129</b>	57,129	<b>129,072</b>	<b>153,992</b>

St John Wales Training Company Ltd has been dormant since 1 January 2020.

St John Ambulance in Wales (Priory for Wales) and St John Patient Transport Services, companies limited by guarantee and not having any share capital, have remained dormant since 1 April 2013 and hold no assets or liabilities.

**15. HERITAGE ASSETS**

The Charity has several heritage assets, which include a collection of works of art and objects of historical interest relating to the Order. The collection includes artefacts from the Order dating back to the eleventh century and forms a unique record of the history of the Order and St John Ambulance.

A valuation was carried out during 2016 by Bonhams 1793 Limited. The total heritage assets were valued at a market value of £87,880. No depreciation has been charged due to their having an indefinite life, and there has been no impairment.

In 2017, there was an addition to Heritage Assets of a WW1 Bullnose Morris Field Ambulance.

The values of heritage assets at 31 December 2024 are:

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	£
Fine art	45,000
Heritage ambulance	26,850
Arms and armour	15,000
Silver	12,280
Textiles	8,500
Furniture	6,000
Books, maps, manuscripts and historical photographs	600
European sculpture and works of art	500
	<hr/>
	114,730
	<hr/> <hr/>

**16. INTANGIBLE ASSETS**

All intangible fixed assets are held for charitable use.

Group and Charity	Software £	Total £
<b>Cost or valuation</b>		
At 1 January 2024	273,595	273,595
Additions	7,267	7,267
Disposals	(122,272)	(122,272)
	<hr/>	<hr/>
At 31 December 2024	158,590	158,590
	<hr/>	<hr/>
<b>Depreciation and impairment</b>		
At 1 January 2024	155,016	155,016
Charge for the year	48,635	48,635
Disposals	(102,725)	(102,725)
	<hr/>	<hr/>
At 31 December 2024	100,926	100,926
	<hr/>	<hr/>
<b>Net book value</b>		
At 31 December 2024	57,664	57,664
	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2023	118,579	118,579
	<hr/> <hr/>	<hr/> <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. TANGIBLE FIXED ASSETS**

All tangible fixed assets within the Group are held for charitable use.

**a) Properties**

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
<b>Cost or valuation</b>				
At 1 January 2024	4,361,125	200,000	1,227,812	5,788,937
Revaluation		(25,157)	-	(25,157)
Additions	-	-	25,000	25,000
Disposals	(237,904)	(117,600)	(110,348)	(465,852)
	<u>4,123,221</u>	<u>57,243</u>	<u>1,142,464</u>	<u>5,322,928</u>
<b>Depreciation and impairment</b>				
At 1 January 2024	1,532,390	-	466,427	1,998,817
Charge for the year	86,503	-	24,987	111,490
Disposals	(92,221)	-	(110,275)	(202,496)
	<u>1,526,672</u>	<u>-</u>	<u>381,139</u>	<u>1,907,811</u>
<b>Net book value</b>				
At 31 December 2024	<u>2,596,549</u>	<u>57,243</u>	<u>761,325</u>	<u>3,415,117</u>
At 31 December 2023	<u>2,828,735</u>	<u>200,000</u>	<u>761,385</u>	<u>3,790,120</u>

Comparable amounts determined according to the historical cost convention

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
<b>Cost</b>				
Cost	2,430,262	7,500	805,139	3,242,901
Additions	-	-	25,000	25,000
Disposals	(237,904)	-	(110,348)	(348,252)
Accumulated depreciation	(896,492)	-	(514,955)	(1,411,447)
	<u>1,295,866</u>	<u>7,500</u>	<u>204,836</u>	<u>1,508,202</u>
<b>Net book value</b>				
At 31 December 2024	<u>1,295,866</u>	<u>7,500</u>	<u>204,836</u>	<u>1,508,202</u>
At 31 December 2023	<u>2,430,262</u>	<u>7,500</u>	<u>805,139</u>	<u>3,242,901</u>

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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

a) Properties (continued)

Analysis of land and buildings at cost or valuation as at 31 December 2024

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
At cost	2,192,358	7,500	719,791	2,919,649
At valuation	1,930,863	49,743	422,673	2,403,279
	<u>4,123,221</u>	<u>57,243</u>	<u>1,142,464</u>	<u>5,322,928</u>
<b>Charity</b>		<b>Freehold properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
<b>Cost or valuation</b>				
At 1 January 2024		4,361,125	1,227,812	5,588,937
Additions		-	25,000	25,000
Disposals		(237,904)	(110,348)	(348,252)
At 31 December 2024		<u>4,123,221</u>	<u>1,142,464</u>	<u>5,265,685</u>
<b>Depreciation and impairment</b>				
At 1 January 2024		1,532,390	466,427	1,998,817
Charge for the year		86,503	24,987	111,490
Disposals		(92,221)	(110,275)	(202,496)
At 31 December 2024		<u>1,526,672</u>	<u>381,139</u>	<u>1,907,811</u>
<b>Net book value</b>				
At 31 December 2024		<u>2,596,549</u>	<u>761,325</u>	<u>3,357,874</u>
At 31 December 2023		<u>2,828,735</u>	<u>761,385</u>	<u>3,590,120</u>



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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

a) Properties (continued)

Comparable amounts determined according to the historical cost convention

<b>Charity</b>	<b>Freehold properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
Cost	2,430,262	805,139	3,235,401
Additions	-	25,000	25,000
Disposals	(237,904)	(110,348)	(348,252)
Accumulated depreciation	(896,492)	(514,955)	(1,411,447)
<b>Net book value</b>			
At 31 December 2024	<u>1,295,866</u>	<u>204,836</u>	<u>1,500,702</u>
At 31 December 2023	<u>2,430,262</u>	<u>805,139</u>	<u>3,235,401</u>

Analysis of land and buildings at cost or valuation as at 31 December 2024

<b>Charity</b>	<b>Freehold properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
At cost	2,192,358	719,791	2,912,149
At valuation	1,930,863	422,673	2,353,536
	<u>4,123,221</u>	<u>1,142,464</u>	<u>5,265,685</u>

The freehold and leasehold properties were revalued by DTZ Debenham Thorpe, Chartered Surveyors, at an open market value basis in December 1996. All valuations have been made in accordance with the RICS appraisal and valuation manual. The Charity has not revalued the properties on adoption of FRS 102, and that valuation has been accounted for on deemed cost.

The remaining investment properties were put up for auction in February 2025 and realised £57,243. The carrying value in these financial statements reflects the sale proceeds.

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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

b) Vehicles, equipment, computers and other

<b>Group and Charity</b>	<b>Motor vehicles £</b>	<b>Computers £</b>	<b>Plant &amp; machinery £</b>	<b>Other £</b>	<b>Total £</b>
<b>Cost</b>					
At 1 January 2024	1,333,019	128,927	18,975	312,270	1,793,191
Additions	103,970	-	-	115,250	219,220
Disposals	(18,601)	(85,944)	-	(70,951)	(175,496)
At 31 December 2024	1,418,388	42,983	18,975	356,569	1,836,915
<b>Depreciation</b>					
At 1 January 2024	1,212,520	91,192	1,898	150,302	1,455,912
Charge for the year	70,515	10,185	1,897	51,215	133,812
Disposals	(18,600)	(85,944)	-	(70,951)	(175,495)
At 31 December 2024	1,264,435	15,433	3,795	130,566	1,414,229
<b>Net book value</b>					
At 31 December 2024	153,953	27,550	15,180	226,003	422,686
At 31 December 2023	120,499	37,735	17,077	161,968	337,279

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**Year Ended 31 December 2024**

**18. INVESTMENTS**

Group and Charity	2024	2023		
	£	£		
<b>Investments</b>				
Market value at 1 January	<b>1,662,743</b>	2,106,174		
Additions	<b>203,480</b>	531,988		
Disposals	<b>(766,964)</b>	(1,043,678)		
Realised gains/(losses) on investment assets	<b>7,585</b>	71,890		
Unrealised losses on investment assets	<b>53,573</b>	(3,631)		
Cash movement	<b>(150,932)</b>	120,386		
Market value at 31 December	<b>1,009,485</b>	1,662,743		
Historic cost at 31 December	<b>830,478</b>	1,450,486		
Subsidiary holdings				
	<b>Group</b>	<b>Charity</b>		
	<b>2024</b>	2023	<b>2024</b>	2023
	£	£	£	£
Cost at 1 January	-	-	<b>100,060</b>	100,060
Impairment	-	-	<b>(42,871)</b>	(42,871)
Net book value at 31 December	-	-	<b>57,189</b>	57,189

Other investments consist solely of shares held in subsidiary companies.

A provision has been made in the Charity against the holding in St John Wales Training Company Ltd to reflect the irrecoverable residual value.

The Trustees believe that the carrying value of the other investments is supported by their underlying net assets.

As at 3 June 2025 the value of the investment portfolio was £2,005,198. This valuation includes an additional £1,000,000 paid into the portfolio in March 2025 from property sale proceeds.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. INVESTMENTS (continued)**

Investments at market value comprised:

Group and Charity

	<b>Pooled investment vehicles £</b>	<b>Direct investment £</b>	<b>Total 2024 £</b>	<b>Total 2023 £</b>
<b>Fixed interest</b>				
United Kingdom	<b>54,686</b>	<b>26,133</b>	<b>80,819</b>	110,170
Global	<b>106,884</b>	-	<b>106,884</b>	174,487
<b>Equities</b>				
United Kingdom	<b>32,198</b>	<b>138,185</b>	<b>170,383</b>	252,841
Europe	<b>43,312</b>	-	<b>43,312</b>	99,325
Global	<b>495,748</b>	-	<b>495,748</b>	728,615
<b>Alternatives</b>				
Global	<b>72,300</b>	-	<b>72,300</b>	96,599
<b>Property</b>				
Global	<b>29,444</b>	-	<b>29,444</b>	39,750
<b>Cash and deposits</b>				
United Kingdom	-	<b>10,595</b>	<b>10,595</b>	160,956
Market value at 31 December	<b>834,572</b>	<b>174,913</b>	<b>1,009,485</b>	1,662,743

Detailed below are the material investments within the investment portfolio held by the Charity:

<b>Holdings</b>	<b>Holding name</b>	<b>Value as at 31 December 2024 £</b>
980	Vanguard Funds Plc S&P 500 UCITS ETF USD	<b>87,859</b>
43,860	JP Morgan Fund ICVC US Equity Inc C2 GBP	<b>74,343</b>
8,320	Fidelity ICAV US Quality Income UCITS ETF USD	<b>71,760</b>
47,365	BNY Mellon Asian Income Fund U	<b>56,691</b>
23,485	Blackrock Continental Eurp Inc D	<b>43,312</b>



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**19. DEBTORS**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	<b>714,472</b>	1,066,484	<b>713,943</b>	1,065,764
Amounts owed by group undertakings	-	-	-	12,880
Prepayments and accrued income	<b>166,936</b>	68,474	<b>166,936</b>	68,474
	<b>881,408</b>	1,134,958	<b>880,879</b>	1,147,118

**20. CURRENT ASSET INVESTMENTS**

The investments comprise funds deposited with Charities Official Investment Fund (COIF).

**21. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Mortgages and loans (Note 23)	<b>2,317</b>	49,830	<b>2,317</b>	49,830
Bank overdraft	-	84,767	-	84,767
Trade creditors	<b>176,545</b>	309,222	<b>176,545</b>	298,026
Other creditors and accruals	<b>482,725</b>	502,546	<b>480,619</b>	500,846
Taxation and social security	<b>308,876</b>	528,500	<b>308,876</b>	528,500
Deferred income	<b>191,347</b>	232,296	<b>191,347</b>	230,531
Finance leases (Note 23)	<b>12,093</b>	30,914	<b>12,093</b>	30,914
Amounts owed to Group undertakings	-	-	<b>129,452</b>	57,129
	<b>1,173,903</b>	1,738,075	<b>1,301,249</b>	1,780,543

Deferred income comprises training course fees invoiced in advance, clinical support invoiced prior to delivery, and deposits for event cover.

All deferred income for the current year will be released in 2025.

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<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Deferred income</b>		
At 1 Jan	<b>230,531</b>	149,616
Released during the year	<b>(230,531)</b>	(149,616)
Deferred during the year	<b>191,347</b>	230,531
	<hr/>	<hr/>
At 31 Dec	<b>191,347</b>	230,531
	<hr/>	<hr/>

**22. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Group and Charity</b>		
Finance leases (Note 23)	-	12,093
Government loan (Note 23)	<b>18,074</b>	20,391
	<hr/>	<hr/>
	<b>18,074</b>	32,484
	<hr/>	<hr/>

**23. LOANS AND OTHER BORROWINGS**

<b>Group and Charity</b>		
<b>Maturity of financial liabilities:</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Mortgages</b>		
In one year or less, or on demand	-	21,101
	<hr/>	<hr/>
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Finance Leases</b>		
Within one year	<b>12,093</b>	30,914
In more than one year	-	12,093
	<hr/>	<hr/>
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Loans</b>		

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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Within one year	<b>2,317</b>	28,729
In more than one year	<b>18,074</b>	20,391

Loans comprise a Third Sector Resilience Fund (TSRF) loan of £25,000 from Welsh Government under the Government's Coronavirus Business Interruption Loan Scheme. The loan incurs interest at the rate of 3% and is repayable by 2032.

**24. FINANCIAL COMMITMENTS**

At 31 December 2024, commitments under operating leases were as follows:

	<b>2024</b>	2023
	<b>£</b>	£
<b>Motor vehicles</b>		
Leases which expire in:		
Less than one year	<b>31,682</b>	38,071
One to two years	<b>293</b>	31,682
Two to five years	<b>-</b>	293

	<b>2024</b>	2023
	<b>£</b>	£
<b>Property</b>		
Leases which expire in:		
Less than one year	<b>33,689</b>	31,833
One to two years	<b>14,000</b>	7,500
Two to five years	<b>2,333</b>	-

	<b>2024</b>	2023
	<b>£</b>	£
<b>Office equipment</b>		
Leases which expire in:		
Less than one year	<b>1,373</b>	1,870
One to two years	<b>-</b>	1,373

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**25. FINANCIAL INSTRUMENTS**

	2024 £	2023 £
<b>Carrying amount of financial assets</b>		
Investments measured at fair value	1,009,485	1,662,743
Debt instruments measured at amortised cost	867,265	1,091,016
	<u>1,876,750</u>	<u>2,753,759</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	(527,153)	(1,048,297)
	<u>(527,153)</u>	<u>(1,048,297)</u>

**26. RESTRICTED FUNDS**

Group and Charity	At 1 January 2024 £	Income £	Expenditure £	At 31 December 2024 £
Buildings	891,245	65,513	(91,008)	865,750
Medical vehicles	177,640	7,822	(45,915)	139,547
Community care	15,054	623	(15,378)	299
Local and sundry funds	93,350	203,778	(176,422)	120,706
Volunteer development and welfare	14,552	101,141	(110,115)	5,578
Training funds	28,361	87,406	(59,768)	55,999
Medical equipment purchases	3,759	3,835	(7,594)	-
Overseas projects	-	3,936	(3,936)	-
Employment funds	-	10,000	(8,472)	1,528
	<u>1,223,961</u>	<u>484,054</u>	<u>(518,608)</u>	<u>1,189,407</u>



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**NOTES TO THE FINANCIAL STATEMENTS**  
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<b>Group and Charity</b>	<b>At 1 January 2023 £</b>	<b>Transfer to/(from) unrestricted £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>At 31 December 2023 £</b>
Buildings	889,129	-	46,781	(44,665)	891,245
Medical vehicles	123,023	-	96,272	(41,655)	177,640
Community care	987	-	18,951	(4,884)	15,054
Local and sundry funds	285,751	(14,866)	72,473	(250,008)	93,350
Volunteer development and welfare	24,304	-	103,466	(113,218)	14,552
Training funds	35,954	-	36,400	(43,993)	28,361
Medical equipment purchases	-	-	6,327	(2,568)	3,759
Overseas projects	-	-	6,803	(6,803)	-
Employment funds	7,862	-	-	(7,862)	-
	<u>1,367,010</u>	<u>(14,866)</u>	<u>387,473</u>	<u>(515,656)</u>	<u>1,223,961</u>

These funds represent:

- Buildings – funds specifically raised for capital purchases of buildings used in furtherance of SJAC's charitable objectives and towards improvements and maintenance of existing buildings.
- Medical vehicles – funds raised for the purchase of ambulances and other transport vehicles, and for the maintenance of existing vehicles.
- Community care – funds given for specific community care and community response projects.
- Local and sundry funds - funds relating to local units for specific activities and running costs.
- Volunteer development and welfare – comprises funds for youth and adult volunteer activities.
- Training funds – funds to support and develop training programmes and activities.
- Medical equipment purchases – funds for medical equipment and consumables.
- Overseas projects – funds to support the St John Eye Hospital in Jerusalem.
- Employment funds – funds to support jobs and staff.

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**27. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>2024</b>	<b>Other charitable funds £</b>	<b>Fixed asset property reserve £</b>	<b>Revaluation reserve £</b>	<b>Heritage assets reserve £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
<b>Group</b>						
Heritage assets	-	-	-	114,730	-	114,730
Tangible fixed assets	422,686	2,147,146	255,972	-	1,011,999	3,837,803
Intangible fixed assets	45,943	-	-	-	11,721	57,664
Investment assets	1,009,485	-	-	-	-	1,009,485
Current assets	868,514	-	-	-	165,687	1,034,201
Current liabilities	(1,173,903)	-	-	-	-	(1,173,903)
Long-term liabilities	(18,074)	-	-	-	-	(18,074)
At 31 December 2024	<u>1,154,651</u>	<u>2,147,146</u>	<u>255,972</u>	<u>114,730</u>	<u>1,189,407</u>	<u>4,861,906</u>
<b>Charity</b>						
Heritage assets	-	-	-	114,730	-	114,730
Tangible fixed assets	422,686	2,139,646	206,229	-	1,011,999	3,780,560
Intangible fixed assets	45,943	-	-	-	11,721	57,664
Investment assets	1,066,674	-	-	-	-	1,066,674
Current assets	866,902	-	-	-	165,687	1,032,589
Current liabilities	(1,301,249)	-	-	-	-	(1,301,249)
Long-term liabilities	(18,074)	-	-	-	-	(18,074)
At 31 December 2024	<u>1,082,882</u>	<u>2,139,646</u>	<u>206,229</u>	<u>114,730</u>	<u>1,189,407</u>	<u>4,732,894</u>

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**27. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

2023

	Other charitable funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
Group						
Heritage assets	-	-	-	114,730	-	114,730
Tangible fixed assets	83,538	2,516,844	435,554	-	1,091,463	4,127,399
Intangible fixed assets	83,087	-	-	-	35,492	118,579
Investment assets	1,662,743	-	-	-	-	1,662,743
Current assets	1,062,484	-	-	-	97,006	1,159,490
Current liabilities	(1,738,075)	-	-	-	-	(1,738,075)
Long-term liabilities	(32,484)	-	-	-	-	(32,484)
At 31 December 2023	<u>1,121,293</u>	<u>2,516,844</u>	<u>435,554</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,412,382</u>

**Charity**

Heritage assets	-	-	-	114,730	-	114,730
Tangible fixed assets	83,538	2,509,344	243,054	-	1,091,463	3,927,399
Intangible fixed assets	83,087	-	-	-	35,492	118,579
Investment assets	1,719,932	-	-	-	-	1,719,932
Current assets	1,073,831	-	-	-	97,006	1,170,837
Current liabilities	(1,780,543)	-	-	-	-	(1,780,543)
Long-term liabilities	(32,484)	-	-	-	-	(32,484)
At 31 December 2023	<u>1,147,361</u>	<u>2,509,344</u>	<u>243,054</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,238,450</u>

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS  
Year Ended 31 December 2024**

**28. TOTAL FUNDS**

**2024**

	Other charitable funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>						
At 1 January 2024	1,121,293	2,516,844	435,554	114,730	1,223,961	5,412,382
Net movement in funds	33,358	(369,698)	(179,582)	-	(34,554)	(550,476)
At 31 December 2024	1,154,651	2,147,146	255,972	114,730	1,189,407	4,861,906
<b>Charity</b>						
At 1 January 2024	1,147,361	2,509,344	243,054	114,730	1,223,961	5,238,450
Net movement in funds	(64,479)	(369,698)	(36,825)	-	(34,554)	(505,556)
At 31 December 2024	1,082,882	2,139,646	206,229	114,730	1,189,407	4,732,894

**2023**

	Other charitable funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>						
At 1 January 2023	1,701,812	2,606,791	470,220	114,730	1,367,010	6,260,563
Net movement in funds	(580,519)	(89,947)	(34,666)	-	(143,049)	(848,181)
At 31 December 2023	1,121,293	2,516,844	435,554	114,730	1,223,961	5,412,382
<b>Charity</b>						
At 1 January 2023	1,715,522	2,599,291	277,720	114,730	1,367,010	6,074,273
Net movement in funds	(568,161)	(89,947)	(34,666)	-	(143,049)	(835,823)
At 31 December 2023	1,147,361	2,509,344	243,054	114,730	1,223,961	5,238,450



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**29. RECONCILIATION OF NET INCOME/(EXPENDITURE)  
TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>Group</b>	
	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
<b>Net expenditure for the year (as per the statement of financial activities)</b>	<b>(550,476)</b>	<b>(848,181)</b>
<i>Adjustments for:</i>		
Depreciation charges	<b>245,302</b>	254,380
Amortisation charges	<b>48,635</b>	47,556
Revaluation of investment properties	<b>25,157</b>	-
Profit on sale of fixed assets	<b>(272,976)</b>	(467,503)
Finance costs	<b>28,006</b>	31,597
Gains on investments	<b>(61,158)</b>	(68,259)
Dividends, interest and rents from investments	<b>(33,184)</b>	(68,743)
Decrease in stocks	-	330
Decrease in debtors	<b>253,550</b>	453,910
(Decrease)/increase in creditors	<b>(413,071)</b>	109,805
<b>Net cash used in operating activities</b>	<b>(730,215)</b>	<b>(555,108)</b>

**30. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Cash in hand	<b>148,764</b>	20,503
Short term deposit accounts	<b>4,029</b>	4,029
Overdraft facility repayable on demand	-	(84,767)
<b>Total cash and cash equivalents</b>	<b>152,793</b>	<b>(60,235)</b>

**31. ANALYSIS OF CHANGES IN NET FUNDS**

	<b>Opening balance</b>	<b>Cash-flows</b>	<b>Interest changes</b>	<b>Other non-cash changes</b>	<b>Balance carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash	<b>(64,264)</b>	<b>217,478</b>	<b>(4,450)</b>	-	<b>148,764</b>
Cash equivalents	<b>4,029</b>	-	-	-	<b>4,029</b>
	<b>(60,235)</b>	<b>217,478</b>	<b>(4,450)</b>	-	<b>152,793</b>
Loans falling due within one year	<b>(49,830)</b>	<b>50,131</b>	<b>(301)</b>	<b>(2,317)</b>	<b>(2,317)</b>
Loans falling due after more than one year	<b>(20,391)</b>	-	-	<b>2,317</b>	<b>(18,074)</b>
Finance lease obligations	<b>(43,007)</b>	<b>34,247</b>	<b>(3,333)</b>	-	<b>(12,093)</b>

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Total	<u>(173,463)</u>	<u>301,856</u>	<u>(8,084)</u>	<u>-</u>	<u>120,309</u>
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**32. POST BALANCE SHEET EVENTS**

Two operational properties were sold in February 2025 for significant sums – the net proceeds of Norbury Rd, Fairwater were £661,190 (loss on sale: £28,009); and net proceeds of NHQ, Priory House, which was sold on a sale and leaseback arrangement, were £1,178,104 (loss on sale: £18,205).

The remaining investment properties were also sold in February 2025 for £57,243: the carrying value in these financial statements reflects the sale proceeds.

Three dormant subsidiary companies, being St John Wales Training Company Ltd, St John Ambulance in Wales (Priory for Wales), and St John Wales Patient Transport Services, were dissolved on 29 April 2025.

**33. RELATED PARTY TRANSACTIONS**

Due to the nature of the Charity's operations and its Trustee membership being drawn from a broad cross-section of the business community, it is inevitable that transactions may take place with organisations in which a Trustee of the Charity may have an interest.

James O'Connor is a Trustee on the Board and is the Director of Corporate Finance & Sustainability at Pobl Group Ltd, which was a supplier during the year, however he has no direct involvement in their pricing decisions.

**34. CAPITAL COMMITMENTS**

There were no capital commitments at the year-end aside from those included within restricted funds (2023: £nil).

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**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2024**

**35. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**

	<b>Note</b>	Unrestricted funds £	Restricted funds £	Total funds 2023 £
<b>Income and endowments from:</b>				
Donations and legacies	4	623,369	303,297	926,666
Other trading activities	6	126,933	-	126,933
Investments	7	68,743	-	68,743
		<u>819,045</u>	<u>303,297</u>	<u>1,122,342</u>
<b>Charitable activities</b>				
Provision of first aid and youth development	5,8	1,399,947	84,176	1,484,123
Ambulance and transport services	5	3,764,616	-	3,764,616
First aid training	5	1,460,813	-	1,460,813
		<u>6,625,376</u>	<u>84,176</u>	<u>6,709,552</u>
<b>Total income and endowments</b>		<u><u>7,444,421</u></u>	<u><u>387,473</u></u>	<u><u>7,831,894</u></u>
<b>Expenditure on:</b>				
Raising funds	9	751,484	19,916	771,400
<b>Charitable activities</b>				
Provision of first aid and youth development	8,10	1,704,314	480,464	2,184,778
Ambulance and transport services	10	4,882,091	4,772	4,886,863
First aid training	10	1,340,222	10,504	1,350,726
		<u>7,926,627</u>	<u>495,740</u>	<u>8,422,367</u>
Governance	10	22,070	-	22,070
<b>Total expenditure</b>		<u><u>8,700,181</u></u>	<u><u>515,656</u></u>	<u><u>9,215,837</u></u>
<b>Net gains/(losses) on investments</b>				
Realised gain on investment assets	18	71,890	-	71,890
Unrealised loss on investment assets	18	(3,631)	-	(3,631)
<b>Net expenditure</b>		<u>(1,187,501)</u>	<u>(128,183)</u>	<u>(1,315,684)</u>
<b>Transfers between funds</b>		14,866	(14,866)	-
<b>Other recognised gains/losses:</b>				
Profit on sale of assets		467,503	-	467,503
<b>Net movement in funds</b>		<u>(705,132)</u>	<u>(143,049)</u>	<u>(848,181)</u>
<b>Reconciliation of Funds</b>				
Total funds brought forward	26,27	4,893,553	1,367,010	6,260,563
<b>Total funds carried forward</b>	27,28	<u><u>4,188,421</u></u>	<u><u>1,223,961</u></u>	<u><u>5,412,382</u></u>

**St John**  
**Ambulance**  
**Cymru**



**The first aid charity for Wales**  
**Elusen cymorth cyntaf Cymru**  
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Registered in England and Wales  
Charity number 250523  
Company number 5071073

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