

LISTEN WELL SCOTLAND

SCIO

Scottish Charity No: SC044382

Annual Report and Financial Statements

For the period ended

31st December 2025

Scottish Charity No: SC044382
TRUSTEES' ANNUAL REPORT
Period Ended 31st December 2025

The Trustees are pleased to present the Annual Report and Accounts for Listen Well Scotland for the period ended 31st December 2025.

Reference and Administrative Information

Charity Name: Listen Well Scotland

Charity Status: SCIO

Charity Registration Number: SC044382

Contact Address: The Listening & Training Centre, c/o Nairn Community & Arts Centre, King Street, Nairn, IV12 4BQ

Trustees

Rona Macpherson Jackie Nixon Marie Ogilvie

Co-opted: Maureen Wilson Christine Sewell Heather Martin

Trustees resignations during 2025

Rona Macpherson

Trustee appointments during 2025

Christine Sewell, co-opted. Heather Martin, co-opted.

Treasurer: Jim Angus

Independent Examiner: Ritson & Young, Chartered Accountants, in Nairn.

Introduction

Listen Well Scotland (LWS) is a small, but still active organisation providing listening training and services at various sites across Scotland. Our charitable purposes are to develop and promote active listening skills as a basis of healthy personal and community relationships. These purposes are pursued by offering training programmes and other initiatives to individuals, community groups, the

third sector and other organisations, to provide and develop listening people and trained listeners and, thereby:

- * To advance education through the provision of training programmes
- * To advance health through the prevention or relief of sickness and suffering
- * To provide, through trained listeners, relief to those persons in need by reason of age, ill-health, disability, financial hardship or other disadvantage.

Our vision: to develop listening people and listening communities in Scotland and beyond.

Strategic Plan for LWS in 2025

- *to widen awareness of the benefits of listening, for health and wellbeing.*
- *to seek the support needed for development and sustainability of our services.*
- *to value our trained volunteers who give so much to our organisation.*
- **To be visible, viable and sustainable.**

This strategic plan was agreed towards the end of 2024 once discussions regarding a proposed merger had stopped. It was discussed again and agreed at the first Board of Trustees meeting of 2025, on the 16th January, although it was agreed at this meeting that the Board was still open to the idea of a merger with another, more appropriate charity.

It was also agreed at the January meeting that the Board should meet monthly in order to facilitate close working on the problems facing the charity following the closure of talks regarding a merger. These included:

- Insufficient numbers of Trustees, with unequal burden on some.
- Falling numbers of volunteers.
- Falling numbers of attendees for virtual and face to face training and thus dwindling income.
- Insufficient number of trainers.

Early in 2025 significant ill health and a close family bereavement meant that the two longest serving Trustees had to step back from their duties, leaving the newly appointed Chair and two new co-opted Trustees in place. Nevertheless a new listening service based in a secondary school was able to commence later in the year, and other listening services continued, albeit with patchy uptake.

Over the course of 2025 the following potential avenues were explored in order to better the charity activity.

- Exploration of other potential partners for closer working or merger.
- Exploration for others with potential interest in becoming a Trustee, including the possibility of Digital Trustees.
- A trial with our website company to see if further exposure on social media would increase interest in training.
- A revamp of the LWS website.
- Focus group meetings with LWS volunteers across Scotland.
- Revamp of our feedback forms to increase our evidence base for the services and thus potentially attract funding.
- Exploration of partnership working with large organisations.

In September 2025 a meeting of the Board Trustees was held that was facilitated by a member of the Highland Third Sector Interface. It was noted that service demand had decreased following the 2020-23 Covid Pandemic, and the meeting was held in order to explore the options that might be available to LWS. The summary of the discussion was as follows:

- There is a need for Listening services, but is it recognised?
- LWS is at low capacity and may not have the ability to grow.
- There was a dearth of differing Board skills, with most current Trustees having been or still being practitioners.
- Training materials are our strength, and could be the main route forward or, alternatively, could be picked up by a larger organisation.
- We may need to dissolve if a way forward cannot be found.

In November 2025, following the outcomes of the Facilitated Meeting, the Board of Trustees agreed that LWS Board should start to explore two options:

1. To remove "Scotland" from the Charity name and continue with only the training.
2. To dissolve the charity.

Treasurer's Statement

Income 2025: Income totalled. £17,530 to 31st December 2025.

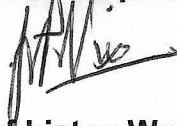
Expenditure 2025: Expenditure totalled £16,936 to 31st December 2025.

Movement of Restricted Funds. The Funds restricted for specific purposes for use by the North Regional Hub at end of 2025 were £586.

Listen Well Scotland's priorities **for 2026** are continuing:

- *to explore whether to dissolve or to progress to a more compact structure that makes the most of our major asset, our training.*
- *If the former, to seek appropriate charities to receive our assets.*
- *If the latter, to seek the support needed for development and sustainability of our charity, including update of our training material.*
- *If the latter, to gain new and more diverse Trustees.*

Approved and presented by the Trustees and signed on their behalf.



Chair of Listen Well Scotland SCIO

27/8/26

Date