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Foreword

The year of 2024 saw glimmers of hope for marine conservation, driven by international collaboration, innovative technologies, and increased awareness of ocean health. Despite this positive progress, the challenges and threats to our ocean continue, and Sea-Changers' unique contribution funding communities in the British Isles to take action for the marine environments or species they understand best, feels more important than ever.

2024 was another year for varied grant programmes, which kept our team busy allocating and awarding grants:

- 9 new coastal water fountain locations received their grants.
- 5 new and exciting projects were chosen to receive grants from our Marine Conservation Social Fund.
- 36 projects were allocated funding from our Main Grants Programme.
- 23 projects received funding from our Small Grants Programme.
- We also gave our very first grants under the brand new Scottish Learning Fund.

Towards the end of the year we launched the latest round of our Innovation Fund, seeking to support new ideas for marine conservation, with a closing date in February 2025.

Once again, we're proud to have funded projects all over the UK, from Cornwall to Aberdeen...and even land-locked Leicester! We also received an unprecedented number of applications that we were unable to support due to insufficient funding.

The sheer diversity of projects we fund can make it challenging to summarise, as we receive final evaluations many months after funding is received. We hope this Annual Report will give readers a flavour of our achievements in 2024. We are excited by the progress we are making and the difference we continue to make.

Thank you for your interest in Sea-Changers, and in

Helen Webb MBE and Rachel Lopata MBE

Co-Founders





Who we are



WE BELIEVE THAT THE BEST
PEOPLE TO CARE FOR THE UK'S
COASTS AND SEAS ARE THE PEOPLE
WHO LIVE, WORK AND PLAY THERE.

Sea-Changers is a unique charity run by a team of passionate sea-lovers, marine experts and conservation specialists.

We seek to harness the commitment and passion of those who enjoy the UK's coasts and waters to improve our seas, shores and wildlife. We support everyone from grass-roots, local organisations to national, household-name charities, from Orkney to Alderney and all around the UK.

In the past thirteen years, more than £450,000 has been raised and distributed to 400+ projects, involving practical actions like beach cleaning, but also educational activities and scientific research. Our grants enable local people to care for, and raise awareness about, the coastal environments they love.

Grants programmes we run include:

- The Main Grants Programme awards grants of between £500 and £2,500 twice a year through an open application process.
- The Small Grants Programme runs year round to support community conservation projects in need of a small amount of additional funding quickly.
- The Innovation Fund encourages new and more experimental solutions to marine conservation challenges.
- The Bunzl Coastal Fountain Fund supports the installation of water bottle refill stations around the UK coast.
- The Marine Conservation Social Fund enables socially beneficial marine conservation approaches and solutions.
- The Scottish Learning Fund (new in 2024) enabling small community-based groups in Scotland who are involved in marine conservation activities to learn, share knowledge, network and develop skills with other groups.



Our objectives

Our charitable purpose is to promote, for the benefit of the public, the conservation, protection and improvement of the physical and natural marine environment and promote marine biodiversity. We are meeting this purpose by:

- Establishing fundraising partnerships with partners across the UK.
- Managing these partnerships and collecting funds raised for Sea-Changers.
- Administering transparent and robust grant-giving processes, available to marine conservation charities and projects within the UK.
- Providing funding to enhance the work of charities and other organisations with shared aims.

Sea-Changers arranges partnerships with a range of marine-connected and other commercial and philanthropic organisations. We develop a range of models of partnership in negotiation with individual partners to raise funds.

This funding is then distributed, in line with set criteria, to reputable and appropriate marine conservation and protection projects throughout the UK.

To achieve our purpose, Sea-Changers has four priority actions within our business plan and under which all activities of the organisation fall:

- To expand the number of partners that work with us to raise funds for marine conservation;
- To raise our profile and build our reputation;
- To run effective grants programmes supporting marine conservation projects around the UK;
- To build the long-term sustainability of the charity.



Governance & management

Type of governing document

Sea-Changers was formed through the signing of a Trust Deed (our governing document) on the 10 December 2010, amended by deeds dated 23 April 2013, 18 March 2014 and 29 September 2021.

We are managed by a Board of Trustees. The day-to-day operation of the charity's work is undertaken by a team of volunteers, including the charity's two co-founders. Whilst the charity has no paid employees, we do buy-in some support for the grants administration process on an ad hoc basis, using the services of a freelance, self-employed administrator. For the first time in 2024 we also brought in the services of a self-employed consultant to help us to grow our partnership income.

Trustee recruitment and appointment

There must be at least three Trustees.

- Apart from the first Trustees, every Trustee must be appointed by a resolution of the Trustees passed at a special meeting. In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity.
- The Trustees must keep a record of the name and address and the dates of appointment, re-appointment and retirement of each Trustee.
- The Trustees must make available to each new Trustee, on his or her first appointment:

 (a) a copy of the Trust deed and any amendments made to it;
 (b) a copy of the Charity's latest report and statement of accounts. No one shall be appointed as a Trustee:
 (a) if he or she is under the age of 18 years;
 (b) if he or she would at once be disqualified from office under the provisions of clause 11 of the Trust deed.
- No one shall be entitled to act as a Trustee whether on appointment or on any
 reappointment as Trustee until he or she has expressly acknowledged, in whatever way
 the Trustees decide, his or her acceptance of the office of Trustee of the Charity.

We offer something entirely unique in the UK's marine conservation landscape (or seascape!) We provide a place for small, local and grassroots organisations to seek funding for marine conservation activities identified by and carried out by local communities. This is a bottom up rather than top-down approach which ensures community buy-in and has proven, time and again, to have wide ranging social, economic and environmental impacts.

Paul Martin, Chair

Our trustees at the close of 2024

Name	Role	Date appointed	Other trusteeships
Paul Martin	Chair	10th April 2024	
Tanya Ferry	Trustee	20th November 2017	Chatham Maritime Trust
Sue Holden	Trustee	20th November 2017	Radnorhsire Wildlife Trust
Leigh Morris	Trustee	10th January 2023	
David Tudor	Trustee	10th January 2023	Rewilding Britain
Stephen Berry	Trustee	10th January 2023	
Penny Nelson	Trustee	8th Jul 2024	
Lois Calder	Trustee	8th July 2024	



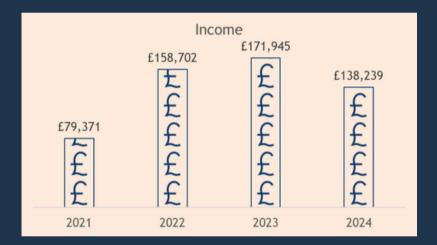
2024 - The Year in Review

Activities, achievements & performance

We saw considerable income growth in 2022 which continued, albeit at a slower rate, in 2023. In 2024 our income reduced. This was partly due to some expected receipts towards the end of the year being pushed into 2025. We are therefore very confident we will see a return to growth in 2025.

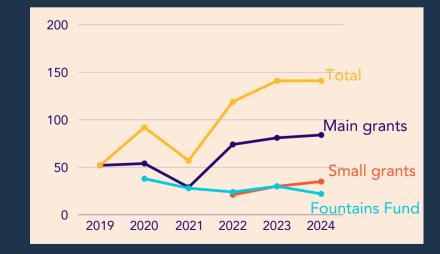
Our total annual income in 2024 reduced by 20% as compared to the previous year. The amount of money paid out in grants, however, increased. Our relatively small grants continue to offer something vital and exceptional in the UK's marine conservation landscape.

We remain in a unique position with our overview of the wide range of organisations working to protect and enhance the UK's coasts and seas. We also help groups and communities to make links together and encourage joined-up thinking in conservation work and activities.



2024 Income compared to preceding years

2024 Demand for grants compared to preceding years





Main & Small Grants 2024

In 2024, Sea-Changers awarded grants to 36 diverse marine conservation projects across the UK through the Main Grants Programme, supporting a broad range of initiatives focused on community engagement, scientific research, and direct conservation action.

Community Engagement: Many grants funded projects that fostered public involvement and education in marine conservation. Notable examples include:

- Cleaner Seas Project's 'A-Z of Cleaner Seas' art initiative, which simplified marine conservation language for 26 schools, encouraging wider participation.
- Youth-focused programmes by Groundwork South and Kent Wildlife Trust empowered local groups to organize beach clean-ups and citizen science activities.
- Soft Touch Arts enabled disadvantaged young people to engage in conservation work and share their learning through creative projects.
- Free beach schools by D&G Eco Warriors teaching about plastic pollution and survival skills, Under The Trees Ltd expanding marine education workshops across Scotland, and Lyme Bay Fisherman's CIC developing a guide to support sustainable fishing and coastal community empowerment.
- Projects like the Darwin Centre's Glowing Plastic Detectives and STEM@Education Connect provided hands-on plastic pollution research experiences for school pupils, while Alba Explorers and Durham Wildlife Trust focused on inspiring stewardship and training volunteers to monitor marine mammals.

Research: Grants supported a wide array of research projects aimed at understanding and mitigating threats to marine environments. For example:

- Cornwall Wildlife Trust investigated seagrass restoration as a climate change solution by measuring carbon storage in mudflats.
- Friends of the Itchen Estuary mobilized citizen scientists to monitor pollution impacting endangered salmon and overwintering birds, aiming to improve wastewater treatment.
- SRUC studied the effects of seal-watching tourism in Aberdeenshire, while MCNAG surveyed Norfolk's chalk reef habitat and removed harmful ghost fishing gear.
- Southsea Sub-Aqua Club collected baseline data on harbour habitats;
- The University of Highlands and Islands monitored harbour porpoise populations in Shetland using acoustic devices.
- Other projects included Clean Ocean Sailing's monitoring of microplastics in the Fal River, Blue Hope Alliance's citizen science efforts to protect Scotland's endangered maerl beds, Friends of Castle Cove Beach's year-round water quality testing, and Cetacean Research & Rescue Unit's research on minke whale migration to inform marine protected area management.



Main Grants Programme 2024

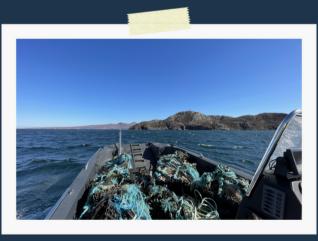
Direct Conservation Action: Many of our Main Grants enabled more practical interventions to improve marine biodiversity and wildlife welfare.

- Community Supporters enhanced biodiversity and accessibility at Bexhill beach;
- Journey Blue Net Collect expanded their fishing gear recycling project by acquiring transport equipment;
- Ullapool Sea Savers maintained boat operations to collect marine plastic from remote beaches in the Wester Ross Marine Protected Area;
- Whitby Wildlife Sanctuary upgraded their seabird rehabilitation pool to improve bird welfare and reduce staff workload;
- Brent Lodge Bird and Wildlife Trust built species-specific enclosures to reduce bird flu spread and meet growing wildlife rehabilitation needs.

Together, these grants reflect Sea-Changers' commitment to supporting grassroots marine conservation projects that combine innovation, community involvement, and scientific rigor to address UK marine environmental challenges and foster long-term stewardship.







ULLAPOOL SEA SAVERS

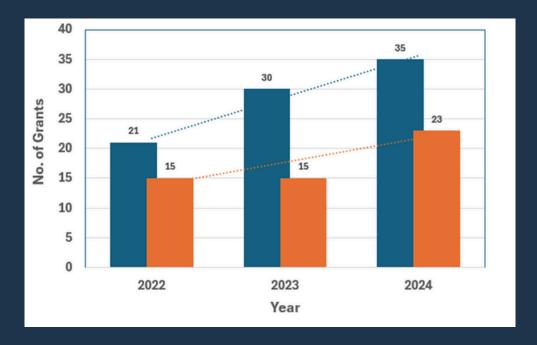




Small Grants Programme 2024

Our Small Grants Programme is open all year round and projects can apply for amounts of up to £500. In 2024 we received additional support for small grants aimed specifically at projects which address or prevent the accumulation of marine litter. The fund was first launched in 2022 and the number of applications received has shown steady growth (as shown in the chart below).

Many of these grants are for relatively low cost equipment to allow community based organisations to conduct direct action for the the marine environment - e.g. clean-ups, but there is a diversity of projects and ideas coming through this fund.



A few examples of projects allocated small grants during 2024 are as follows:

- Blue Harbour Project to fund litter picking equipment to clear litter from the River Itchen.
- Arran 2024 Seaweed Survey Volunteer Group to enable seaweed surveys to extend further from shoreline.
- Colonsay Biodiversity to fund travel, accommodation and food for a team of divers to visit Colonsay to research biodiversity in Colonsay intertidal waters.
- Moray Ocean Community to purchase two stand up paddle boards boards to help map seagrass beds/survey marine environment.
- Hastings Kelp Project to fund research, volunteer and administration costs to reintroduce kelp seaweed along the Hastings coastline.
- Litter Free Coast & Sea Somerset to fund a toy chest for a beach toy library on Minehead beach.



The Marine Conservation Social Fund

Five new and exciting projects were chosen by the Sea-Changers grant evaluation panel to receive grants from our Marine Conservation Social Fund in 2024. The fund, which was first set up in 2021 to support socially beneficial marine conservation approaches and solutions has proven very successful. Three of the projects funded in 2021 also went on to receive further support and have widened their impact - all of them showing marine conservation impacts, whilst also helping disadvantaged people and communities to connect with and improve the UK's marine environment.

Celtic Deep Conservation CIC in

partnership with MARECO were given a grant to run Sharkademy – a Shark Specialist Residency programme. It was designed to inspire, nurture and retain dedicated and passionate individuals to take on domestic marine conservation challenges. This was a fully funded residency programme for students aimed specifically at people from economically disadvantaged backgrounds.



SHARKADEMY SHARKADEMY

Greyhope Bay in partnership with East Grampian Coastal Partnership, gained a grant for their 'Coastal Calm: beach cleans for wellbeing and discovery' project will work. The project works with groups who face barriers to spending time in blue spaces, including refugees and women in emergency housing.

Lancashire Wildlife Trust in partnership with The Eden Project, Cumbria Wildlife Trust, and Lancashire and South Cumbria NHS Foundation Trust gained support to work with the community in Morecambe to engage participants in the wonders of coastal wildlife and explore how to communicate the impact recreational disturbance is having. The project is targeted at those in most need of it in the community, reaching out to those suffering from isolation and loneliness.

Newquay Wild Activities, in partnership with DISC Housing Charity were funded to run a pilot project to subsidise disadvantaged and marginalised individuals to partake in activities they may not normally have access to. DISC, helps families living on the breadline and that are struggling with the cost-of-living crisis and the lack of affordable housing. DISC refer families to the project who would benefit from respite and a chance to get out onto the coast for activities that will benefit their health and wellbeing, appreciation of their local area as well as educational value for the children.

The Scottish Learning Fund funded by WILLIAM GRANT FOUNDATION

The Fund

The aim of the new Scottish Learning Fund, which was launched during 2024, is to enable early-stage and / or small community-based groups in Scotland who are involved in marine conservation activities to learn, share knowledge, network and develop skills with other groups.

There are many examples of marine conservation good practice in Scotland. We can now enable organisations to learn and seek advice from one another, share good practice, network and jointly develop skills. We recognise that in-person learning and networking can accelerate the development of community projects and the spread of such good practices. However, travel between Scotland's coastal communities, particularly those of the Highlands and Islands, can be prohibitive for small voluntary and community groups - we're addressing those challenges with this fund.

During 2024 we began to invite applications, the first few projects had been funded by the year's end, including:



Scottish Marine Animal Stranding Scheme (SMASS)

The Marine Forum is SMASS & Whale and Dolphin Conservation's annual knowledge exchange event, bringing together dedicated volunteers, researchers, and local stakeholders to address critical challenges facing Scotland's marine ecosystems. The Marine Forum was scheduled for Saturday the 1st of March 2025. SMASS and WDC had identified that many potential attendees face financial barriers to attending.

The grant from Sea-Changers was used to cover venue hire and to provide travel support for both volunteers and guest speakers. The support allowed many volunteers and community representatives to attend by covering their travel expenses.



Moray Ocean Community

In June 2024 nine members of Moray Ocean Community were supported to attend a snorkel and marine survey upskilling weekend with the Field Studies Council on the beautiful Isle of Cumbrae. The aim was to help encourage more volunteers along the Moray Coast to get engaged in marine community science and learn more about this incredible coastline.

"Without the Sea-Changers funding we simply wouldn't have been able to go to the Marine Forum this year, as it is incredibly cost prohibitive for us to have to leave Orkney and travel to Edinburgh."



The Bunzl Coastal Fountain Fund

Since launching in 2020, the Sea-Changers Coastal Fountain Fund has enabled organisations based around the UK to install fountains in busy and/or environmentally important coastal locations. In 2024, grants were awarded to a range of organisations including County and Borough Councils and community organisations.

The locations of fountains installed so far through the programme are shown on the map (click on it to review it in more detail). Three of 2024's nine new installations are shown below:









RAMSGATE, KENT

The fund aims to tackle the increasing problem of plastic bottles, left behind along the coast as marine litter, which damage the marine environment and the species that call it home. It is anticipated that the provision of the water refill stations will significantly reduce the numbers of non-reusable plastic drinks bottles on our beaches. In fact, research suggests that providing more free drinking water in public spaces could lead to a 65% reduction in the use of plastic water bottles.

The fund is being sponsored by the specialist international distribution and services group, Bunzl plc, who are supporting this work as part of their response to the plastic challenge. The issue remains widespread on UK beaches despite the rising awareness around the impact of single-use plastic.



Donors and partners

Our bespoke funding partnerships are developed to deliver against partners' environmental and social governance themes. We enable partners to track the projects funded so that they can create employee and customer pride in their support for UK marine life.

Core to our fundraising model are our partnerships with a range of partners and businesses. We are grateful to all the amazing businesses and organisations that supported our grant giving work throughout 2024. The 2024 grant money came from a number of Sea-Changers' partners, including:

- 10 International, who raise funds through sales of their ethically sourced eco-friendly wine range, Sea Change Wine.
- International distribution group, Bunzl Plc, which invested in the installation of drinking water refill stations around the UK coast.
- The William Grant Foundation, which contributed towards the new Fund for 2024 The Scottish Learning Fund and the Innovation Fund
- The Bernard Lewis Family Charitable Trust which has supported both the Marine Conservation Social Fund and the Innovation Fund.

Other donors to our Main / Small Grant Funds in 2024 were:

- Mike's Dive Store
- Desford Striders Running Club
- Actisense
- Hebridean Island Cruises
- Orbis Investments
- The William Brake Foundation
- The Swire Charitable Trust



PROJECT BASELINE



Volunteers

Much of our work is done through the generous donation of time and services by key volunteers, some of whom are supported to do this by their employers.

In 2024, this has included:

- Our Scientific Advisor Dr. Helen Scales.
- Our Scottish Learning Fund Advisor Sarah Brown.
- Grants administration support Nikki Reynolds and Laura Johnson.
- Emma Armshaw giving invaluable strategic support on specific projects.
- Book-keeping and South West Region support Lesley Fitt.
- Austin Jacobs Tech Support for our grant evaluation database.

Sea-Changers would also like to thank:

- Sea-Changers' Grants Officer Rosy Carter who is remunerated for some of her work but certainly goes above and beyond, volunteering extra hours to keep our grants programmes running.
- Rachael Ogden Wilson for her invaluable work developing new partnerships.

Austin Jacobs - Automation of Evaluation Database

Experienced Digital IT Leader Austin began volunteering with Sea-Changers during 2024. His expertise has been invaluable in transforming and streamlining the way in which we collect evaluation feedback from funded projects.

"Being landlocked in Reading I'm always impatient to get back to the sea on a shared sailing yacht. I love putting my skills to use in a way that benefits the wild places which we can help to keep untarnished by humans."





Financial Review

Sea-Changers' purpose is to raise money for marine conservation projects through working with commercial partners. Depending on the nature of the agreement in place with a commercial partner, some of the money raised through these routes goes into our restricted funds and must, ultimately, be passed on to marine conservation projects, through grants; rather than being used for charity administrations, support or campaigns.

Money raised through other fundraising: through partnerships where no restriction has been agreed about how the money should be used; and / or personal donations direct to the charity (not via a business relationship or text donation) goes into our unrestricted funds and may be used for any purpose, including for governance and general administrative purposes.

INCOME

Total Funds

Total income in 2024 was £138,239 (2023: £171,945).

Unrestricted Funds

During 2024 we received income from four main sources: personal donations, unrestricted business donations, T-shirt sales and fundraising activities undertaken by our supporters. Sea-Changers also continues to generate income through mechanisms such as Amazon Smile and Give as you Live. Total unrestricted funds received in 2024 were £92,739 (2023: £83,945).

Restricted Funds

During the year 2024 we raised £45,500 (2023: £88,000) in restricted funds specifically for this use. Whilst not all funding partnerships actively restrict our expenditure, the vast majority of our unrestricted income also goes towards marine conservation projects.

Pro Bono Support

Core telecom donates a 03 telephone number to Sea-Changers.

Sea-Changers would like to give a special thank you to Sladen Consulting whose brilliant team has continued supporting Sea-Changers through their Butterfly Fund. Special thanks to Sue Firth, Loise Yates, Rob Pitt and Jeremy 'Grogs' Grogono.





Financial Review

EXPENDITURE

Grants for Marine Conservation Work

In 2024 Sea-Changers dispersed grants totaling £158,261 (2023: £103,871). In 2024 Sea-Changers dispersed grants totaling £158,261 (2023: £103,871). Of this, £78,211 of grant spending came from unrestricted funds, whilst £80,050 was from restricted funds, given specifically for regranting.

Administrative Costs

Total expenditure for administration by Sea-Changers during the year 2024 amounted to £28,210 (2023: £13,622). This covered administrative costs (insurance, travel and administration costs and purchase of merchandise and marketing materials). The increase reflects the fact that for the first time in 2024 the Board allocated some funds specifically to bring in freelance support to increase corporate partnership and fundraising activity. A further £2,941 (2023: £1,675) went towards the costs of governance.

Trustee remuneration and expenses

No remuneration was paid by Sea-Changers to any Trustees during 2024 (2023: nil). Three trustees received payments for expenses during 2024 amounting to £1,160.02 in total for travel. (2023: £392.65).

OTHER NOTES

Reserves

Sea-Changers maintains a reserve of at least £7,500 at all times. This is held purely to allow for fluctuations in receipts / payments and to cover for unforeseen situations and requirements – i.e. as a small contingency fund. Reserve levels are regularly reviewed by trustees, since our grants are only awarded after receipt of donations it is appropriate for reserves to be small.

Deficit

There was a deficit of £51,173 for the year 2024.

Risks

Throughout the year, the Trustees continued to manage risks by reviewing key aspects of Sea-Changers' work, determining their likely impact and associated level of risk. These included:

- The need for funding to cover core costs;
- External factors impacting on future plans;
- Compliance with legal requirements; and
- The risks and benefits of volunteer recruitment.



THE P	CHARITY COMMISSION FOR ENGLAND AND WALES	Charity Name Sea-Changers			No (if any) 1142119	
		Receipts	and paym	ents	accounts	CC16a
		For the period				
		from	01/01/2024	То	31/12/2024	

Section A Receipts and pa					
	Unrestricted	Restricted	Endow	Total funds	Last year
	funds	funds	ment	Total fallas	,
	to the nearest	to the nearest £			
A1 Receipts					
Income from charitable activities	827		-	827	654
Interest from Gift Aid			-	-	-
Donations and Miscellaneous	91,912	45,500	-	137,412	171,291
	-	-	-	-	
	-	-	-	-	-
	-	-	-	-	-
			-	141	
	-		-	-	-
Sub total(Gross income for AR)	92,739	45,500	-	138,239	171,945
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-)
				400.000	
Total receipts	92,739	45,500	-	138,239	171,945
A3 Payments					
Campaign costs	15,358	-	-	15,358	
Support Costs	12,852		-	12,852	13,622
Governance costs	2,941		-	2,941	1,675
Grants given	80,050	78,211	-	158,261	103,871
•			-		
			-	-	-
	-		-		
	-	-	-	-	
		-	-	-	
Sub total	111,201	78,211	-	189,412	119,168
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	111,201	78,211	_	189,412	119,16
Net of receipts/(payments)	(18,462)	- 32,711	_	- 51,173	52,77
A5 Transfers between funds	(10,402)	02,111		51,170	02,77
A6 Cash funds last year end	57,928	74,439	-	132,367	79,59
-				$\overline{}$	
Cash funds this year end	39,466	41,728		81,194	132,36

	ssets and liabilities at th	Unrestric	Restricted funds	Endowm ent
Categories	Details	ted	to nearest £	funds to nearest £
B1 Cash funds	Cash and balances at start of year	57,928	74,439	to nearest £
Di Gusti fullus	Surplus this year	(18,462)	(32,711)	
	Calpias and year		(32,711)	<u> </u>
				_
	Total cash funds	39,466	41,728	-
	(agree balances with receipts and payments account(s))	ОК	ок	ОК
		Unrestric	Restricted funds	Endowm ent
		ted		funds
	Details	to	to nearest £	to nearest £
32 Other monetary assets			-	
			-	
		-	-	
		-		
		-	-	
		-	-	
	Detaile	Fund to	Cost (optional)	Current value
B3 Investment assets	Details	which	-	(optional)
55 Hivestillerit assets		-	-	
		-		
			-	
		Fund to		Current value
	Details	which	Cost (optional)	(optional)
B4 Assets retained for the			-	
charity's own use				
			-	
			-	
		$\overline{}$	-	
		-	-	
				<u> </u>
			-	
			-	
		Fund to	Amount due	When due
B5 Liabilities	Details	which	(optional)	(optional)
B5 Liabilities		\perp		
			-	
			•	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature		rint Nam e	Date of
an the trustees		- I I I I I I I I I I I I I I I I I I I		approval
	(.) 1//	Paul Martin		18.07.2025

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees:

Paul Martin Trustee and Chair

Date: 18th July 2025

