

Company Number: 01452482
CC Charity Number: 278837

REACH VOLUNTEERING
(Limited by Guarantee)

Report and Financial Statements
31 December 2022

REACH VOLUNTEERING

(Limited by Guarantee)

Financial statements for the year ended 31 December 2022

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REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|----------------------------|---|
| Status | Company limited by guarantee Registered in England and Wales Registered charity |
| Company number | 01452482 |
| CC Charity Number | 278837 |
| OSCR Charity Number | SC041623 (deregistered 13/12/2021) |

Directors and trustees

The directors of the charitable company (the charity) are its trustees for the purposes of charity law.

The following were members of the Council of Management during the year.

Andrew Dent (Chair – resigned 3rd October 2022)
Gus Alston
Priyanka Bedia
Saskia Bewley
Rachell Fox
Karwai Ng
Alice Memminger (resigned 7 February 2022)
Christine Shaw
Dominic Tinley
Graham Warner (Treasurer – resigned 3rd October 2022)
Jane Ide (Chair – appointed 18th July 2022)
Deborah Morton-Dare (Treasurer – appointed 18th July 2022)

Key management personnel

| | |
|---------------|--|
| Janet Thorne | Chief Executive Officer |
| Emma Oyetey | Head of Service (resigned 30 June 2022) |
| Holly Meacham | Head of Service (appointed 5 th September 2022) |

Registered Office

7 Bell Yard
London
WC2A 2JR

Independent Examiners

Crowe U.K. LLP
Aquis House
49-51 Blagrove Street
Reading
Berks
RG1 1PL

Bankers

Lloyds TSB Bank plc
Victoria House
Southampton Row
London WC1B 5HR

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

The trustees are pleased to present their Annual Report together with the financial statements of the charitable company for the year ended 31 December 2022 which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association 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).

STRUCTURE, GOVERNANCE & MANAGEMENT

Charity Governance Code

The trustees have adopted the Charity Governance Code and are working towards fulfilling its recommendations. The trustees regularly review their governance against the Code's recommended practices and use this review to prioritise areas for further development.

Governing Document

Reach (registered as Reach Volunteering) is a charitable company limited by guarantee.

Originally incorporated on 5 October 1979, the name was changed to Reach Volunteering by registration at Companies House on 10 September 2003. The company was registered as a charity on 6 November 1979. It was established under a Memorandum of Association, establishing the objects and powers of the charitable company, and is governed under its Articles of Association which were revised in June 2009.

In 2010 Reach completed its formal registration with the Office of the Scottish Regulator (OSCR) and was registered on 21 June 2010. Reach deregistered with the OSCR on 13 December 2021.

Appointment of Council Members (Trustees)

The directors of Reach are also charity trustees for the purposes of charity law and under the company's articles are also known as 'Members of the Council'.

Under the requirements of its Memorandum and its Articles of Association Members of the Council are elected to serve a period of three years, renewable after the first and second period of three years.

Trustees are recruited to ensure that the Council contains the correct mix and balance of skills and experiences. Reach is a strong advocate for open, inclusive recruitment and strives to follow good practice through the whole process, from initial reflections on board composition through to a supportive induction, as laid out in our guidance The Trustee Recruitment Cycle. The board undertakes skills audits and diversity audits, and explores barriers to diversity and inclusion to identify recruitment priorities. Trustee vacancies are promoted widely, and prospective candidates are supported to engage with the board and the CEO throughout the process, before and after the formal selection process. Succession planning for trustees stepping down from office is incorporated into the process. New trustees are supported with a thorough induction pack including key information relating to trustee duties and responsibilities and the Code of Conduct, Reach's Memorandum and its Articles of Association, and latest financial statements is provided, supplemented with information on the organisation's history and current strategy.

All Members of the Council give their time voluntarily and receive no benefits from the charity.

In 2022, the Council met 5 times. Additionally trustees were involved in other events or meetings on Reach's behalf in the year.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

Organisational Structure

The Council is responsible for setting and overseeing the strategy for the organisation. Day to day management of the charity and its activities is delegated to the Chief Executive and a small staff and volunteer team.

Remuneration of the Chief Executive and other paid staff is reviewed regularly and agreed by the trustees taking into account relevant benchmark information for comparable organisations.

Related Parties

The charity has a wholly owned subsidiary, Reach Consulting Limited, which is presently not trading.

None of the trustees receive remuneration or other benefit from their work with the charity.

Risk Management

The Council has a risk management strategy which comprises:

- a regular review of the principal risks and uncertainties that the charity faces;
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The Council, working with the Chief Executive and senior management team, manage risks for the charity through a regularly updated Risk Register, which is reviewed during the year and updated at least annually. The process includes an assessment of risks facing the charity and, where required, action to mitigate these risks and a regular review process to ensure that appropriate systems, procedures and controls are in place to manage these risks. The most significant risks are reviewed at each Board meeting.

The Council members have approved systems of internal controls that are designed to provide reasonable (although not absolute) assurance against material misstatement or loss.

Reserves Policy

A key element in the management of financial risk is the setting of a reserves policy which is reviewed regularly by the Council. In order to maintain Reach's operational capability, the Trustees aim to have at all times sufficient liquidity and unrestricted reserves equivalent to at least three months expected expenditure. In 2022 this target was approximately £120,000 and the unrestricted reserves at the year-end were £301,461. The Trustees have designated £120,000 of the unrestricted reserves to be used for capital expenditure on an essential infrastructure upgrade anticipated to be undertaken in 2023/4. This leaves just over £180,000 in free reserves.

The upgrade project is described under Outlook and Future Plans

There were no Restricted funds at the year-end.

Fund Raising

Reach performs its own fundraising activities, seeking donations predominantly from large companies and charitable trusts. It does not subcontract these activities to other organisations, nor does it seek donations directly from the general public. In carrying out fund raising, Reach takes account of the requirements of the Fundraising Regulator's Code of Fundraising Practice in this regard.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

OBJECTIVES AND ACTIVITIES

Reach refreshed its vision, mission and values in January 2022

Vision

Reach's vision is "A world where people come together to create a thriving, fair and sustainable society"

Mission and Public Benefit

Our mission is:

To inspire, support and connect civil society organisations and volunteers to work together, sharing skills and expertise to create a better society.

Our values are:

Bold and experimental

We think big and encourage others to take a leap too. We value learning and experimenting, underpinned by a rigorous test and learn approach.

People-centred

We care deeply about the needs of the people who use our service, our team and wider society. We continually improve our service by applying service design principles. We value diversity, and we work to be inclusive.

Collaborative

We achieve more, together. Our service connects people to make change. We partner with others who share our vision, and internally we work in a way that builds collaboration.

Honest

We behave with integrity. We do what we say we will do, and are open and transparent about our work.

We also articulated four core beliefs that underpin our work:

Volunteering

People are naturally co-operative and social – volunteering increases our sense of well-being, connection to others and wider purpose. When people volunteer their expertise to a cause they care about, they make a unique contribution to society that transforms them, builds the capacity and capability of the organisation they join and encourages further social action.

Power of connection

When we create new connections, we make society more cohesive and challenge the divisive 'us and them' stories that people turn to when they are scared. New connections can create shared understanding between people, grow collective capacity and build bridges.

Equity, diversity and inclusion

We all benefit when everyone has the same chance to participate in society, influence its development and enjoy its rewards. Inequality is a significant and growing problem, and civil society has a particular responsibility to tackle the systemic discrimination that fuels it. Social purpose organisations need the culture, practices and processes to ensure their teams are representative of the communities they serve, and that everyone within their organisations can flourish.

Climate action

The climate crisis is an existential threat to civil society. Although much of the UK may not feel the impact immediately, we must act now. The scale of change needed to address this is huge but the solutions also include big opportunities to make society fairer, more connected and more co-operative. We need to harness the creative energy of as many people as possible in order to transition to a society that is equitable, fair and sustainable.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

In shaping our objectives and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit and believes its activities qualify in that respect.

Reach helps charities to find people who want to volunteer their professional expertise, and professionals to find volunteering opportunities in the charity sector. We are the UK's leading skills-based volunteering charity. With over 40 years' experience of brokering these skills-based volunteering placements, we have developed a method which works.

Volunteers help charities to do *more* of what they do – increasing capacity – and to do it *better* – by bringing in new skills and experience. Reach believes volunteering is a meaningful, indispensable part of a functioning voluntary sector.

We are unique in that we work with the whole sector – from small community groups to large national charities – with a focus on skills-based volunteering: that means we find people who have the skills and experience that charities need to succeed. Rather than offering more pairs of hands to deliver a service, this sort of volunteering usually relates to strengthening the backbone of an organisation, such as financial stability, marketing and communications or governance (trustees). These are the areas where charities can often have skills gaps and where proficiency is essential if charities are to be sustainable.

Reach is genuinely user-led in the development of our services: we carry out a continual process of service improvement, based on the feedback and input from the people and organisations we are here to help. We are nimble, flexible and responsive to the changing needs of the sector.

Impact in 2022

Helping people make a difference

Despite predictions that the cost of living crisis would negatively impact the number of people willing to volunteer, over 9000 people signed up to donate their skills through Reach.

This is one of highest numbers ever (coming second only to sign ups during the pandemic in 2020). It suggests that once again, people were inspired into action during a time of crisis, driven by compassionate values such as community, care and helpfulness.

“As a volunteer, I can put the skills I have learnt during my working life to good use for the benefit of a charity and know that it is making a real difference supporting fellow Trustees and the good cause itself.” Ruth McCooey

“Volunteering enables me to give something back after a corporate career.” John Biggs

“I value being able to contribute time, energy and skills into a local charity which makes a difference to the people it helps.” Gary Bell

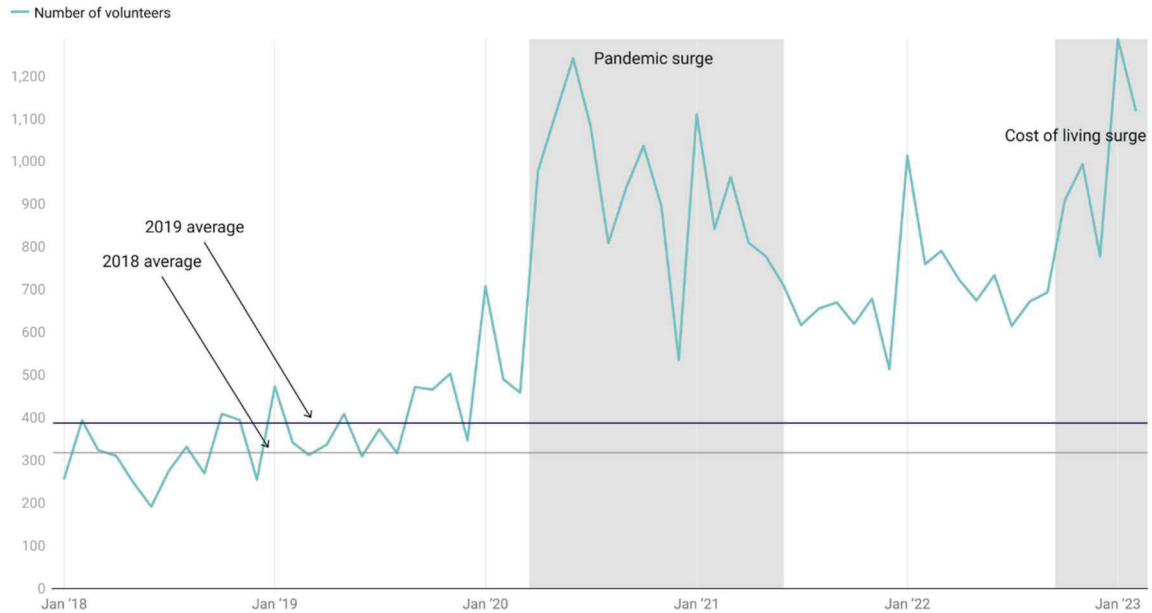
“Volunteering gives me the ability to play a role in making a difference to people and giving back to society.” Christina Taylor

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

Volunteers signing up

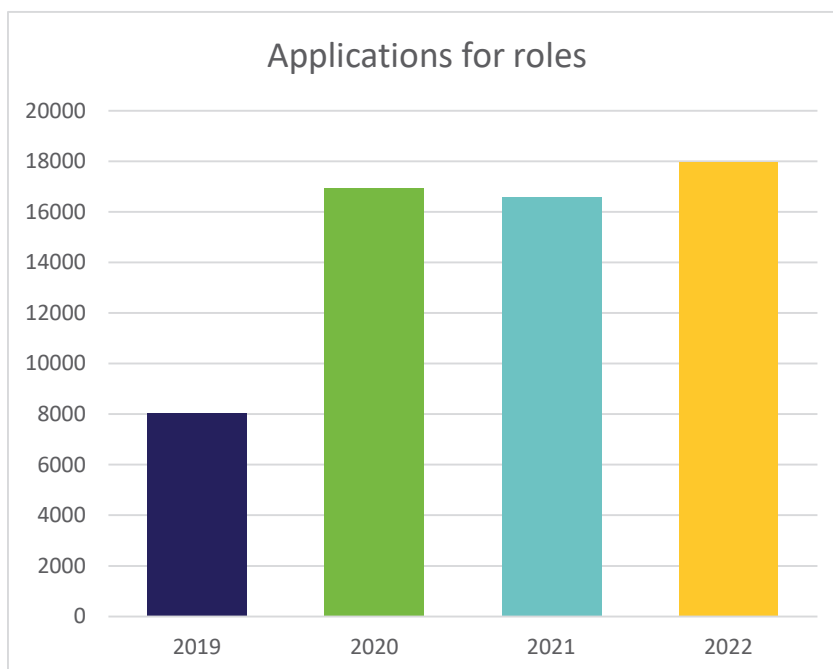


Created with Datawrapper

88% of respondents cited that volunteering gave them the opportunity to use their skills to make a difference.

Volunteers made a phenomenal 17,971 applications to help support social purpose organisations - the highest number of applications in a year in our records.

- 2,835 applications were for short-term roles
- 8,940 for ongoing roles
- 6,196 for trustee positions



REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended
31 December 2022

An invaluable source of volunteers

“The impact of our volunteers has been immeasurable, especially in freeing up our CEO (who is also a volunteer) to carry out the strategic work as a charity rather than being bogged down in the day-to-day.”
Adenydd

We helped 2,658 organisations to recruit volunteers and trustees in 2022.

There has been a significant increase in the number of smaller organisations with an income below £250k using our services since 2019: a trend that has continued throughout 2022. In particular, small charities used our service to source volunteers for short-term or ongoing projects. These micro organisations often have little or no staff and are completely dependent on volunteers to meet their resource needs.

| Charity turnover | 2022 |
|--------------------------|------|
| under £10,000 | 389 |
| £10,000 - £50,000 | 500 |
| £50,000 - £250,000 | 801 |
| £250,000 - £500,000 | 348 |
| £500,000 - £1 million | 239 |
| £1 million - £10 million | 287 |
| over £10 million | 94 |

Last year, 6,032 volunteer and trustee opportunities were posted – more than ever before.

1,070 good causes filled **3,586** placements including 790 short-term opportunities, 1,607 ongoing roles and 1,189 trustee positions.

93% of respondents would recommend Reach to friends or colleagues who want to volunteer.

A spotlight on tackling the climate crisis

“Our volunteer made the campaign poster look professional, eye-catching and delivered the message we needed to the public.” Marine Connection

We have continued to support climate action organisations and groups to find volunteers and trustees, with over 75 new climate actions joining Reach in 2022 alone,

These groups serve a huge array of purposes such as mobilisation, education, behaviour change and campaigning. Given the growing urgency of the climate crisis, Reach is proud to support these organisations in achieving their mission and the many individuals who want to use volunteering as an opportunity to take action.

A spotlight on equipping charities with digital expertise

“Our volunteer enabled us to launch a website. Our new website would never have got off the ground without Emily’s help. Although some 200 miles from us, she is a valued member of our charity.” - Pannal Village Hall

“Our trustee brought a steady but strong influence to our governance and helped us build our digital impact and reach.” Sussex Prisoners' Families CIC

With the demand for digital skills at an all time high since the pandemic, volunteers with digital expertise are an invaluable source of support for the sector. They fulfil a wide range of roles from moving services online to digital marketing and website development.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

Charities often find it hard to recruit volunteers with digital expertise, because they are unfamiliar with digital processes and specialist skills like UX. To support charities we launched a Volunteer Project Library which contains digital role templates, explanations of how volunteers with those skills could help, profiles of available volunteers with relevant skills and examples of similar roles from other charities and groups.

This valuable resource makes it easier for charities to recruit volunteers with digital skills. Organisations can use and adapt sample projects to fit their needs, or as a starting point to create their own volunteer opportunity. Charities can also recruit a volunteer for some specialist advice, talking them through their challenge and helping them move to the next step.

Inclusive and diverse trustee recruitment

“Thanks to our trustee, we have been able to strengthen our strategic development and our capacity to realise our mission and fulfil our vision.” Policy Centre for African Peoples

“Our trustee has enabled us to grow our charity’s reach of beneficiaries, build new partnerships with partner art organisations and helped us to critically analyse what we do.” Arco - Music for All

In total, charities recruited **1,189** trustees through our service in 2022

We know how important a good board is and the difference that a trustee with the right skills can make. Last year, we helped a wide range of charities to appoint 64 Chairs and Vice Chairs, 144 Treasurers and Finance Trustees and 981 trustees with expertise in a wide range of areas such as digital and HR.

In addition to this, our TrusteeWorks team offered bespoke trustee recruitment, supporting a wide range of good causes to successfully fill 68 placements. This included tailored support for 25 good causes.

We continued to support inclusive and diverse trustee recruitment in the sector by developing additional resources for our Trustee Recruitment Cycle (produced in collaboration with the Association of Chairs, Small Charities Coalition and Getting on Board). This included a diversity audit (with an online template), advice on recruiting first-time trustees and updated guidance on how to complete a skills audit (with ready-to-use templates).

Partnerships

Our partnerships are fundamental to how we operate:

Our service is co-produced by the impactful, creative organisations which create opportunities, and by the many people who choose to donate their own expertise.

We are able to reach so many potential volunteers thanks to partners such as LinkedIn and Rest Less, which put our roles in front of their audiences. We were delighted to launch a new partnership this year with Fifth Day, who aim to extend pro-bono practice to the many business operations staff of legal firms.

Our service is more effective, thanks to the wider ecosphere of support provided by colleagues such as Getting on board, Action for Trustee Racial Diversity, Association of Chairs, Young Trustees; Cranfield Trust, Pilotlight and other members of the Pro Bono Association. We were delighted to be a lead partner, once again, in the Charity Governance Awards, sponsored by The Clothworkers Company.

REACH VOLUNTEERING

(Limited by Guarantee)

**Report of the trustees (incorporating the Report of the directors) for the year ended
31 December 2022**

Income generation, efficiency and financial sustainability

We remain committed to providing the bulk of our services free to use for volunteers and charities. We want to ensure that our service is affordable to all: many of the organisations which use our service to recruit volunteers and trustees have a turnover of less than £10,000 p/a. We also want to facilitate a strong stream of supply and demand: both enrich the choice for other service users and increase the chances of a successful match. As we scale, we also become more cost effective. Our cost per placement in 2022 was one third of that in 2018.

We earned 50% of our income through charged-for services. Income streams include a modest fee for charities with a turnover of over £1m for using our self-service option for trustee recruitment, and a suite of services provided by our TrusteeWorks team:

- 'Funder plus services to funders who provide capacity building support to their grantees
- Corporate programmes, supporting employees into trustee positions
- A 'self-service plus wider advertising' service
- An executive search service for trustee recruitment

However, despite the growth in earned income, we still do not generate sufficient surplus to cover much of the cost of our core service. For these reasons we will always remain partially reliant on grant funding. Given the competition for grant funding, and reduced options for infrastructure organisations such as Reach, this is a challenge.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended 31 December 2022

Financial Review

Reach recorded a total operating surplus of £8,335 for the year (2021: surplus of £38,078,) with net funds, including restricted funds, increasing to £301,568 (2021: £301,233).

Total income in 2022 remained largely steady at £449,391 (2021: £484,411). Earned income from TrusteeWorks and related activities increased slightly to £226,484 compared to £203,992 in 2021.

Total expenditure for the year was £449,056 and was little changed from the level of the previous year.

Further details of income and expenditure for the year are shown in the notes to these financial statements.

Outlook and Future Plans

We will develop a new strategy in 2023 which will build on our core strengths, and extend our ambition to play a positive role in a thriving civil society.

We will continue to sustain the high levels of activity of the last few years. We will further grow our service in response to a fresh appetite to volunteer, and the needs of social purpose organisations, particularly small and micro organisations for which volunteers play such a crucial role. In particular we want to explore how we can best serve organisations led by, and for communities facing structural injustice; and organisations tackling the climate crisis.

We will iterate our service to keep improving its effectiveness in bringing volunteers and organizations together, to achieve social impact, and will keep developing how we can monitor and evaluate this.

We will develop how we frame volunteering, to shine the spotlight on the power of intrinsic values, and we will advocate for action in areas connected to our mission, values and underpinning beliefs.

To deliver in these areas, in such uncertain times, we need to build an adaptive, resilient organisation, which is fit for purpose

- We will invest in rebuilding the platform on which our service is built, from Drupal 7 to Drupal 9+. This is a substantial but essential programme of work. Drupal is an open-source CMS and web application. Whilst most upgrades are minor, the leap from Drupal 7 to Drupal 8+ is significant. The Drupal community will stop supporting Drupal 7 soon, and the more we develop our current site, the greater the work needed to upgrade. For this reason, we intend to carry out this work in 2023 – 2024, and the trustees have agreed to designate £120,000 from reserves for this purpose. This leaves just over 3 months running costs in our free reserves, in accordance with our reserves policy.
- We will set a clear strategic objectives, in service of our mission, and we will embed our values and beliefs so that they guide decision making. However, we will also develop the practice of regular insight analysis, reviewing our own data (quantitative and qualitative), research from others, and external trends. We will draw on these insights to review our strategic priorities on a regular basis, responding swiftly to change.
- Given the challenges of fundraising, we will seek to increase the financial contribution that our charged for services make to subsidising the costs of delivering our core service. We will grow our current suite of charged for services and explore new opportunities.

REACH VOLUNTEERING

(Limited by Guarantee)

Report of the trustees (incorporating the Report of the directors) for the year ended
31 December 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also directors of Reach Volunteering for the purposes of company law) are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

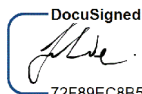
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small Company Provisions

This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

By order of the Council of Management:

Jane Ide
Chair

DocuSigned by:

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Date 5/22/2023

REACH VOLUNTEERING

(Limited by Guarantee)

Statement of financial activities (incorporating an income and expenditure account) for the year ended 31 December 2022

| | Notes | Unrestricted Funds 2022 £ | Unrestricted Funds 2021 £ | Restricted Funds 2022 £ | Restricted Funds 2021 £ | Total Funds 2022 £ | Total Funds 2021 £ |
|------------------------------------|-------|---------------------------------|---------------------------------|-------------------------------|-------------------------------|--------------------------|--------------------------|
| Income from: | | | | | | | |
| Donations and legacies | 2 | 163,358 | 142,012 | 59,550 | 138,407 | 222,908 | 280,419 |
| Charitable activities | 4 | 226,484 | 203,992 | - | - | 226,484 | 203,992 |
| Total | | 389,842 | 346,004 | 59,550 | 138,407 | 449,392 | 484,411 |
| Expenditure on: | | | | | | | |
| Raising funds | 5 | 20,037 | 20,959 | - | - | 20,037 | 20,959 |
| Charitable activities | 6 | 361,470 | 275,217 | 67,550 | 150,157 | 429,020 | 425,374 |
| Total | | 381,507 | 296,176 | 67,550 | 150,157 | 449,057 | 446,333 |
| Net income | | 8,335 | 49,828 | (8,000) | (11,750) | 335 | 38,078 |
| Net movement in funds | | 8,335 | 49,828 | (8,000) | (11,750) | 335 | 38,078 |
| Total funds brought forward | | 293,233 | 243,405 | 8,000 | 19,750 | 301,233 | 263,155 |
| Total funds carried forward | | 301,568 | 293,233 | - | 8,000 | 301,568 | 301,233 |

All income and expenditure derives from continuing activities.

The notes on pages 15 to 19 form part of these financial statements.

REACH VOLUNTEERING (Limited by Guarantee)

Balance sheet as at 31 December 2022

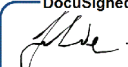
| | Notes | 2022 £ | 2021 £ |
|---|-------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible Fixed Assets | 8 | 5,210 | 8,463 |
| Investments | 3 | - | 1 |
| | | <u>5,210</u> | <u>8,464</u> |
| Current assets | | | |
| Debtors | 9 | 53,567 | 64,657 |
| Cash at bank and in hand | | 284,322 | 267,918 |
| | | <u>337,889</u> | <u>332,575</u> |
| Creditors: amounts falling due within one year | 10 | (41,531) | (39,806) |
| Total assets | | <u><u>301,568</u></u> | <u><u>301,233</u></u> |
| Funds | | | |
| General | 12 | 181,568 | 293,233 |
| Designated Funds | 12 | 120,000 | - |
| Restricted | 13 | - | 8,000 |
| | | <u>301,568</u> | <u>301,233</u> |

The trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of Section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit of its accounts for the period in question in accordance with Section 476 of the Act. The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with Section 386 of the Act, and for preparing financial statements which give a true and fair view of the state of affairs of the company as at 31 December 2022 and of its surplus for the period then ended in accordance with the requirements of Sections 394 and 395 of the Act, and which otherwise comply with the requirements of the Companies Act 2006 relating to the financial statements so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions relating to companies' subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Council of Management, and authorised for issue, on 5/22/2023
and signed on its behalf by:

Jane Ide
Chair

DocuSigned by:

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Deborah Morton-Dare
Treasurer

DocuSigned by:

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Company number : 1452482

The notes on pages 15 to 19 form part of these financial statements.

REACH VOLUNTEERING**(Limited by Guarantee)****Statement of cash flow as at 31 December 2022**

| | 2022 | 2021 |
|---|----------------|-----------------|
| | £ | £ |
| Cash flows of operating activities: | | |
| Net cash provided by (used in) operating activities | 16,403 | (19,245) |
| Cash flows of investing activities: | | |
| Sale of investment | 1 | - |
| Purchase of tangible assets | - | (9,759) |
| Net cash provided by (used in) financing activities | 16,404 | (29,005) |
| Change in cash and cash equivalents in the reporting period | 16,404 | (29,004) |
| Change in cash and cash equivalents in the beginning reporting period | 267,920 | 296,925 |
| Cash and cash equivalents at the end of the reporting period | 284,324 | 267,920 |

Reconciliation of net income / (expenditure) to net cash from operating activities

| | | |
|---|---------------|-----------------|
| Net income for the reporting period | 335 | 38,078 |
| Adjustments for: | | |
| Depreciation charges | 3,253 | 3,488 |
| Decrease / (Increase) in debtors | 11,090 | (29,778) |
| Increase / (Decrease) in creditors | 1,725 | (31,033) |
| Net cash provided by (used in) operating activities | 16,403 | (19,245) |

Analysis of cash and cash equivalents

| | | |
|--------------------|----------------|---------|
| Total Cash in hand | 284,322 | 267,920 |
|--------------------|----------------|---------|

REACH VOLUNTEERING

(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2022

1 Accounting policies

Reach Volunteering is a charitable company (01452482), limited by guarantee, domiciled in England and Wales.

The registered office is as detailed on page 1.

Principal activity

Reach's principal activity is to assist voluntary organisations in accessing skilled volunteers to support their maintenance and development.

Basis of accounting

The financial statements have been prepared in accordance with 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) – (Charities SORP (FRS 102)) and the Companies Act 2006.

Reach Volunteering meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The presentation currency is GBP and rounded to the nearest pound.

Going Concern

The Trustees have considered the financial resources of the Charity for the foreseeable future and, in particular, the continuing effects of Covid-19 on the Charity's financial position. Whilst Covid-19 has had an adverse effect on Reach's income, the Trustees believe that in view of existing reserves, together with funding commitments already in place, fund raising activities and remedial actions taken, the Charity will have sufficient funds to continue to meet its liabilities as they fall due for at least twelve months from the date of approval of the financial statements. Therefore, the Trustees have concluded that the going concern basis of accounting continues to be appropriate.

Income

Income is recognised 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 received in advance of a specified service is deferred until the criteria for income recognition are met.

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.

Government Grants

Grants are accounted for under the performance model as permitted by the charity SORP. CJRS grant income is therefore recognised on a straight-line basis over the furlough period for each relevant employee.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

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:

Cost of raising funds comprise the costs incurred in encouraging people and organisations to contribute financially to the charity's work.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities.

REACH VOLUNTEERING**(Limited by guarantee)****Notes to the financial statements for the year ended 31 December 2022****Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Equipment and software - 3 years

Debtors

Debtors are recognised initially at fair value. Trade and other debtors are recognised at the amount due on the day they arise. Prepayments are amounts paid in advance and are stated at the actual amount that has been prepaid.

Cash and Cash Equivalents

Cash and cash equivalents represents amounts held within current or deposit bank accounts.

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.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Critical accounting estimates and assumptions

There are no accounting estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2 Donations and legacies

| | Unrestricted £ | Restricted £ | Total £ | Total 2021 £ |
|----------------------------------|-------------------|-----------------|----------------|-----------------|
| Donations from charitable trusts | 149,950 | 59,550 | 209,500 | 266,007 |
| Corporate donations | 100 | - | 100 | 1,421 |
| Other income | 13,308 | - | 13,308 | 12,878 |
| | <u>163,358</u> | <u>59,550</u> | <u>222,908</u> | <u>280,306</u> |

3 Investments

The charity's investment represents 100% of the issued ordinary share capital of the charity's subsidiary company, Reach Consulting Limited.

4 Charitable activities

| | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|---|----------------------------|--------------------------|-----------------|-----------------|
| TrusteeWorks | 179,349 | - | 179,349 | 168,592 |
| Core service fees / Employer supported volunteering | 47,135 | - | 47,135 | 35,400 |
| | <u>226,484</u> | <u>-</u> | <u>226,484</u> | <u>203,992</u> |

5 Raising funds

| | Unrestricted Funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|--------------------|----------------------------|--------------------------|-----------------|-----------------|
| Direct staff costs | 19,049 | - | 19,049 | 18,336 |
| Support costs | 988 | - | 988 | 2,624 |
| | <u>20,037</u> | <u>-</u> | <u>20,037</u> | <u>20,960</u> |

REACH VOLUNTEERING

(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2022**6 Charitable activities**

| | Unrestricted Funds £ | Restricted Fund Big Lottery Fund Grant £ | Other Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|-----------------------------|----------------------------|--|-----------------------------------|-----------------|-----------------|
| Placement of volunteers | | | | | |
| Direct staff costs | 267,667 | - | 57,300 | 324,967 | 283,401 |
| Premises expenses | 5,045 | - | - | 5,045 | 29,973 |
| IT and communications | 18,963 | - | - | 18,963 | 20,504 |
| Other overhead costs | 56,946 | - | 10,250 | 67,196 | 77,567 |
| Legal and professional fees | 355 | - | - | 355 | 5,594 |
| Independent Examiners fees | 12,437 | - | - | 12,437 | 8,263 |
| Finance costs | 57 | - | - | 57 | 72 |
| | 361,470 | - | 67,550 | 429,020 | 425,374 |

Other restricted funds consist of grants from City Bridge Trust and Hadrian Trust.

7 Staff costs

| | 2022 £ | 2021 £ |
|-----------------------|----------------|----------------|
| Wages and salaries | 308,605 | 293,691 |
| Social security costs | 22,105 | 19,436 |
| Pension contributions | 14,803 | 12,951 |
| | 345,513 | 326,078 |
| Other staff costs | 117 | - |
| | 345,630 | 326,078 |

The average monthly number of employees during the year were:

| | | |
|--|-----------|----------|
| | 10 | 8 |
|--|-----------|----------|

No employee had employee benefits in excess of £60,000 (2021: 0).

The charity trustees were not paid or in receipt of any other benefits from employment with the charity in the year (2021: £Nil) and no trustee (2021: Nil) was reimbursed expenses during the year (2021: £Nil).

No charity trustee received payment for professional or other services supplied to the charity (2021: £Nil).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, the Head of Service and the Head of TrusteeWorks. The total employee benefits of the key management personnel of the charity were £113,173 (2021: £127,454).

8 Fixed Assets

| | £ |
|-----------------------|-------------------------------|
| Cost | Equipment and software |
| At 1 January 2022 | 9,759 |
| Disposals/Scrapped | - |
| Additions | - |
| At 31 December 2022 | 9,759 |
| Depreciation | |
| At 1 January 2022 | 1,296 |
| Disposals/Scrapped | - |
| Charge for the year | 3,253 |
| At 31 December 2021 | 4,549 |
| Net Book Value | |
| At 31 December 2022 | 5,210 |
| At 31 December 2021 | 8,463 |

REACH VOLUNTEERING

(Limited by guarantee)

Notes to the financial statements for the year ended 31 December 2022**9 Debtors**

| | 2022 | 2021 |
|---------------------------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 44,755 | 51,749 |
| Other debtors and prepayments | 8,812 | 12,049 |
| Due from subsidiary undertaking | - | 858 |
| | <u>53,567</u> | <u>64,657</u> |

10 Creditors - amounts falling due within one year

| | 2022 | 2021 |
|------------------------------------|---------------|---------------|
| | £ | £ |
| Trade creditors | 16,265 | 8,155 |
| Other creditors and accruals | 2,541 | 2,509 |
| Accruals | 4,799 | 5,399 |
| Pension Scheme Liability | 3,701 | 6,958 |
| Taxation and social security costs | 14,225 | 16,786 |
| | <u>41,531</u> | <u>39,807</u> |

11 Analysis of net assets between funds

| | Tangible fixed assets | Net current assets | Net assets 2022 | Net assets 2021 |
|---------------------|--------------------------|-----------------------|-----------------|-----------------|
| | £ | £ | £ | £ |
| Unrestricted funds: | | | | |
| General | 5,210 | 296,358 | 301,568 | 293,233 |
| Restricted funds | - | - | - | 8,000 |
| | <u>5,210</u> | <u>296,358</u> | <u>301,568</u> | <u>301,233</u> |

12 Analysis of movements in unrestricted funds

| | General fund | Total 2022 | Total 2021 |
|---|----------------|----------------|----------------|
| | £ | £ | £ |
| At 1 January 2022 | 293,233 | 293,233 | 243,405 |
| Income | 389,842 | 389,842 | 346,004 |
| Expenditure | (381,507) | (381,507) | (296,176) |
| Transfer to Designated Funds for Drupal upgrade | (120,000) | (120,000) | - |
| At 31 December 2022 | <u>181,568</u> | <u>181,568</u> | <u>293,233</u> |

The trustees have designated the funds to be used for the proposed capital expenditure on the infrastructure upgrade anticipated to be undertaken in 2023/4.

13 Analysis of movements in restricted funds

| | Total 2022 | Total 2021 |
|----------------------------|------------|--------------|
| | £ | £ |
| At 1 January 2022 | 8,000 | 19,750 |
| Income | 59,550 | 138,407 |
| Expenditure | (67,550) | (150,157) |
| At 31 December 2022 | <u>-</u> | <u>8,000</u> |

Restricted funds:

The purpose of the restricted funds is to support the TrusteeWorks activities and Reach's activities to strengthen charity governance through better trustee recruitment.

REACH VOLUNTEERING**(Limited by guarantee)****Notes to the financial statements for the year ended 31 December 2022****15 Pensions**

The charitable company participates in The TPT Retirement Solutions Growth Plan (formerly The Pensions Trust Growth Plan) ('the Plan') which is a multi-employer defined benefit scheme as described by FRS 102 - Section 28.

A full actuarial valuation of the plan at 30 September 2020 showed the market value of the scheme assets to be £800 million, liabilities of £832 million and a deficit of £31.6 million.

The present value of Reach Volunteering's portion of this deficit is £3,701 at the balance sheet date (2021: £6,958). To eliminate this funding shortfall, the charity is required to make additional contributions to the Plan with the aim of eliminating the deficit by the end of 2025. The cost of the deficit contributions included in these accounts was £3,177 (2021: £7,066).

Reconciliation of opening and closing provisions

| | 2022 | 2021 |
|--|----------------|----------|
| | £ | £ |
| Provision at start of period | 6,958 | 30,043 |
| Unwinding of the discount factor (interest expense) | 57 | 72 |
| Deficit contribution paid | (3,177) | (7,066) |
| Remeasurements - impact of any change in assumptions | - | (16,013) |
| Remeasurements - amendments to the contribution schedule | (137) | (78) |
| Provision at end of period | 3,701 | 6,958 |

Income and expenditure impact

| | 2022 | 2021 |
|--|--------------|----------|
| | £ | £ |
| Interest expense | 57 | 72 |
| Remeasurements - impact of any change in assumptions | - | (16,013) |
| Remeasurements - amendments to the contribution schedule | (137) | (78) |
| | (80) | (16,019) |

REACH VOLUNTEERING

(Limited by guarantee)

**INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES
OF REACH VOLUNTEERING**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2022, which are set out on pages 12 to 19.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

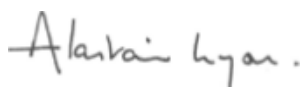
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Alastair Lyon
CROWE U.K. LLP
Chartered Accountants

Aquis House, 49 – 51 Blagrove Street, Reading

Date: 22 May 2023