

Company Number 4146490
Charity Number 1087134

Regenerate.com

(A Charitable Company Limited By Guarantee)



www.regenerate-london.org

Trustees' Report
and Financial Statements
31st March 2022

Regenerate.com

Trustees' Report and Financial Statements 31st March 2022

The trustees, who are also directors for the purposes of company law, present their report and accounts for the year ended 31st March 2022. The accounts comply with the requirements of the Companies Act 2006, the Charities Act 2011, the Memorandum and Articles of Association, Financial Reporting Standard 102 and follow the recommendations in 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 2015).

Public Benefit

The trustees have had due regard to the Charity Commission guidance on public benefit reporting in deciding what activities the charity should undertake. The remainder of this report illustrates the activities undertaken to support the public benefit requirement.

Reference and Administrative Information

Charity Name

Regenerate.com

Charity Number

1087134

Company Number

4146490

Charity Trustees

Mrs Lisa Jones

Mr Rodney Jenkins

Mr Barnabas Lee

Mr Andrew Chisholm

Mr James Taylor

Ms Nadia Jackin

Appointed 21st July 2021

Ms Saria Bernard

Appointed 21st July 2021

Charity Patrons

John Bird MBE

Tracy Edwards MBE

Registered Office and Principal Address

Ashburton Youth Club

Westleigh Avenue

Putney

LONDON

SW15 6XD

Bankers

Barclays Bank plc

Leicester

LE87 2BB

CAF Bank Ltd

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Independent Examiner

Eric Southwick BA (Hons) FCA FCIE DChA

Eric Southwick & Co

Chartered Accountants

51 The Avenue

Seaham

Co Durham

SR7 8NS

Structure and Organisation**Organisation**

The organisation is a charitable company limited by guarantee, incorporated in England and Wales on 23rd January 2001 and registered as a charity on 25th June 2001. The company was established under a Memorandum and Articles of Association which established the objects and powers of the charitable company which is governed in accordance with its Articles of Association which have been amended by special resolution on 11th June 2001 and 4th November 2008. In the event of the company being wound up members are required to contribute an amount not exceeding £1. The charity is managed by the trustees who meet regularly to consider the progress of the charity and to consider its future direction and activities. The day-to-day operation of the charity is delegated to the senior management who are supported by the other members of staff.

Trustee Appointments

The charity aims to recruit trustees who have the requisite business and sector specific experience to be able to direct and manage the affairs of the charity.

The Trustees are appointed by the members in the Annual General Meeting and by the Trustees between meetings. The number of Trustees should be between three and nine.

All trustees are required to participate in an induction and training programme at the start of their term. Most Trustees are already familiar with the work of the charity having been involved with it prior to taking up their appointment. Additionally, new Trustees are invited and encouraged to meet with senior management and staff to gather further insights into the work of the charity.

Risk Management

The Trustees have conducted their own review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety and all other relevant regulations affecting staff, volunteers, clients and visitors of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

COVID-19

Throughout the transition of COVID-19 restrictions being lifted earlier in the year, Trustees and staff continued to identify and manage risks to services and funding. Services have carried on operating in schools and funding carried over from the previous year was used to support mental health and wellbeing for young people through our services, as well as contributing towards food crisis support for families in the area. This met the charity's objectives and the immediate needs of its community.

Objectives and Activities**Charitable Objects**

The charity has the following objects:

- To help and educate young people in particular but not exclusively through leisure time activities, so as to develop their physical, mental and spiritual capacities that they may grow to full maturity as individuals and members of society and that their conditions of life may be improved.
- The advancement of the Christian religion in Wandsworth and the surrounding areas, in particular through the provision of workshops and presentations.

Faith Ethos Statement

Regenerate is inspired by the Christian faith and seeks to run projects that express its values. At the core of this is a commitment to be inclusive, open and non-discriminatory to staff, volunteers and service users of all faiths and those of none.

Mission & Objectives

Regenerate was registered as a charity in June 2001. Its charitable objectives are set out in its governing document and these underpin its operational objectives. The trustees have ensured that the activities of the charity are in line with guidance from the Charity Commission in regard to public benefit.

Regenerate's vision is to **create opportunities for young people to thrive.**

Our Mission

Regenerate inspires and supports young people by building *strong, lasting relationships* and *creating life changing opportunities*; helping them grow in **confidence**, make the best of their lives and impact the world for good.

Regenerate is a youth charity established to work with young people who live on housing estates in Roehampton and Putney and surrounding areas.

Our Social Impact

Regenerate's impact on society is ensuring young people have equal opportunity to live, learn and work. They are safe. They are curious. They are empowered.

Our Values

Regenerate is ...

- Relational - We respect and listen to people, and accept them as they are.
- Adventurous - We have bold ideas and take risks to experience new things.
- Collaborative - We work together with those who share our vision to create the best results.
- Generous - We aim to go above and beyond what is expected of us.
- Authentic - We are true to ourselves and faithful to our vision.

Our Theory of Change

Regenerate has also reviewed and developed its theory of change. This clarifies the social impact we are committed to working towards and the building blocks that will achieve this.

Social Impact Young people have equal opportunity to live, learn and work. They are safe. They are curious. They are empowered.					
Longer Term outcomes	Young people & communities are safe	Young people & families have hope and are empowered	Young people have supportive relationships	Young people find purpose through rewarding employment and positively contributing to society	
Outcomes	More confident	Improved ability to plan	Increased social skills	Better self-management	
Outputs- what we do	Youth & Community: Access to positive activities and adventures for young people & support for families.		Mentoring & Coaching: Mentoring, coaching and counselling for young people & young adults.		Employment: Young people access professional experience in the workplace and are supported into long-term employment, education or training.
Input- what we need	Relationship with young people, families & wider partners in the community of Roehampton, Putney and surrounding areas.		Information, resources and training on current research and policies and community analysis.		Funding from organisations, individuals and community groups / events
Problems:	Trauma experienced by the impact of poverty	Young people exposed to – or involved in crime or violence	Marginalisation, discrimination and criminalisation of young people and those from under-represented groups	Young people affected by mental health	NEET (not in education, employment, or training) or at risk of becoming NEET & youth unemployment

Who we work with:

We work with young people who are:

1. Aged 11 – 30 and living in Roehampton, Putney and surrounding areas.
2. Experiencing trauma as an impact of poverty
3. Exposed to, or involved in crime or violence, or are at risk of exclusion, exploitation or involvement in crime or violence.
4. Experiencing marginalisation, discrimination and criminalisation, and/or are from under-represented groups
5. Affected by mental health
6. NEET (Not in employment, education or training) or at risk of becoming NEET

Long term outcomes:

Regenerate's long-term outcomes are as follows:

1. Young people and communities are safe
2. Young people and their families have hope and are empowered
3. Young people have supportive relationships
4. Young people find purpose through rewarding employment and positively contribute to society.

Short term outcomes:

To help us track and achieve our longer-term results, we measure the following outcomes with young people who attend our services on a regular basis:

1. Improved confidence
2. Improved ability to plan
3. Increased social skills
4. Better self-management

Our outputs

Regenerate works primarily on the Alton and Ashburton estates, as well as in schools and services across Wandsworth borough. In the last 12 months, Regenerate has reframed its service structure alongside its theory of change. Our re-framed services are as follows:

- **Youth & Community (formerly our 'get connected' and 'get active' youth services)**
Young people can access a safe space, positive activities and adventures, as well as support for their families.
- **Mentoring & Coaching: (formerly our 'get focused' and 'get leading' services)**
Young people and young adults take part in mentoring, coaching and counselling.
- **Employment (our social enterprise 'The Feel Good Bakery')**
Young people can access professional experience in the workplace and are supported into long term employment, education or training.

Achievements in 2021/22:

1. Regenerate worked with 224 young people on a regular basis (on average twice a month over the year).
2. 75% of those who attended our *Get Active* and *Get Focused* services demonstrated an overall improvement against measured outcomes.
3. 95% of those who attended our *Employment programme (The Feel Good Bakery)* demonstrated an overall improvement against measured outcomes.



"The best part about Regenerate has been making new friends here. Also having access to opportunities like delivering the Roehampton voice and going on different trips"

Daisy, Get Active

SERVICE AREA	Young people attending	What we have done...
Get Connected	2428	<p>Get Connected includes activities that connect Regenerate to the wider community. This year we have supported <i>Roehampton Community box</i>, connected with students in school through assemblies, and partnered with a variety of community groups.</p> <p>Roehampton Community Box:</p> <p>Established in April 2020 as an immediate response to food poverty exacerbated by the COVID-19 crisis and lockdown measures, Regenerate has continued to financially support the Roehampton Community Box project since then. This year charity <i>Rackets Cubed</i> managed the service, 5668 boxes were given out to 110 families who access the service each week.</p> <p>The Roehampton Community Box has worked in partnership with relevant organisations to ensure that the families most in need of food support are able to access free food. The majority of families reached have been from the Alton, Ashburton and Lennox estates. New referrals from the food bank and various other community groups have meant more families experiencing food crisis in the area have been able to access the service.</p> <p>The Roehampton Community Box has been possible due to partnerships with food providers including Fareshare, Warburtons and the Wimbledon Foundation.</p> <p>School assemblies and open days:</p> <p>This year the youth team started to work intensively with two secondary schools by delivering lunch time activities and assemblies to promote the work of Regenerate and encourage young people to access afterschool activities. This has increased engagement with many young people we may not have otherwise reached, and who are now accessing our youth centre activities and services.</p> <p>Partnerships:</p> <p>As part of our Equality, diversity and inclusion strategy we have sought to enable young people from underrepresented groups to access Regenerate's youth centre and facilities – by partnering with and making the space available to other schools and organisations:</p> <p>The sixth formers at Paddock school (a local school supporting students with a variety of additional and specialist needs) use the centre twice a week as a way to promote independent learning and socialising.</p> <p>Young Giants (an alternative provision working with young people who cannot access mainstream schools) also use the space on a daily basis, for tutoring a young person with complex additional needs.</p>

		<p>A local church youth group use the space on a monthly basis.</p> <p>Youth Legal continue to provide legal advice and support for young people and their families Monday – Fridays from our centre.</p>
Get Active	204	<p>The Get Active team created a supportive and caring environment at the youth centre, where young people engaged with a variety of activities such as pool, table tennis, gaming and cooking. They also worked well supporting individuals with whatever situations they were facing. They facilitated a variety of workshops and opportunities for young people, which took place regularly and included the following:</p> <p>Sports sessions have included calisthenic gym challenges, circuit training, HIIT workouts, boxing and football with our qualified personal trainer and youth worker.</p> <p>Chelsea Kicks (Chelsea FC foundation) utilise the space to facilitate football coaching for young people in the area three evenings a week, helping to reduce antisocial behaviour and inspire and support young people to progress on positive pathways.</p> <p>Bike workshops have provided young people with skills on how to fix and maintain their bikes and a group of young people regularly went on rides around Richmond park.</p> <p>An Outdoor adventure group was formed to explore survival in the outdoors – including how to build a fire, make food on a fire, forage, how to put up tents and hammocks, as well as work as a team. This has led the group to plan a fundraising adventure camping and walking the west highland way in Scotland to raise funds for Regenerate's youth work.</p> <p>Arts workshops have included Graffiti workshops, community art exhibitions, and weekly arts and crafts activities were hosted regularly.</p> <p>Music production sessions took place with a group of talented young people, who were writing and creating their own tracks and lyrics.</p> <p>Trips and Outings happened during school holidays and included a camping trip in Dorset, outings to water parks, trapezing, zorb football, cultural visits in London – such as a visit to Brixton to explore Black British history, and volunteering at RISE (Reaching the Isolated Elderly) where young people would meet older people, serve them food, play games with them and find out about their lives.</p> <p>Work Opportunities were created through a partnership with Roehampton voice, who write a quarterly newsletter for the whole community. Young people successfully delivered over 13,000 newsletters to households across Roehampton and were rewarded with a small monetary contribution for their time.</p>

		<p>Regenerate Reps formed this year! This is a group of young people who represent the voice of the young people and help to shape the culture of the youth centre and work. They have successfully developed new centre guidelines and fed back ideas for youth work activities and the development of the service.</p> <p><i>75% of young people involved in the programme increased confidence, improved their interpersonal skills and achieved their goals.</i></p>
Get Focused	97	<p>The Get Focused mentoring programme grew this year with the expansion of a team of mentors, who hosted both 1:1 mentoring and group mentoring in schools and the community. Counselling for children and young people between the ages of 10-18 also took place.</p> <p>Eleven schools partnered with Regenerate, enabling our mentors to reach young people who were facing a variety of complex challenges with their mental health and relationships. Mentors met to do 1:1 support, as well as a variety of group work programmes such as <i>Health and Wellbeing, Transition to Secondary School, Motivation and Emotional control</i>.</p> <p>EET (Education, Employment and Training) work and support began in partnership with Wandsworth pupil referral unit, to support school leavers in the transition from school to college.</p> <p>Executive Function Skills coaching was implemented as a core approach throughout the mentoring practice. As trained EF coaches, mentors were able to apply specialist strategies and tools to support and empower young people in developing key interpersonal skills, which enabled them to grow and understand how to self-manage. With the additional knowledge of trauma-informed training, the team were able to draw on their understanding of how to work with young people affected by trauma in an empathetic and supportive way.</p> <p>Counselling has been a continuous offering from Regenerate for those young people needing therapeutic support, and this has been utilised by a number of young people who have met with psychotherapist Amina Isphani, (www.mytalkingspace.org).</p> <p><i>80% of young people attending Get Focused have shown increased confidence, improved interpersonal skills, and realisation of their goals.</i></p>
Get Working	21	<p>Get Working employed 21 young people in <i>The Feel Good Bakery</i> social enterprise, where they gained valuable work experience and support in their personal growth and development.</p> <p>The Feel Good Bakery (TFGB) coffee carts continued to provide a space to support, train and employ young people, preparing them for the workplace by helping them to develop skills, grow in confidence and increase their engagement in EET.</p>

		<p>Bridge, the development support that runs alongside the work experience, has worked with a number of partners such as the Youth Offending Team, social services and Carney's community to support young people as they grow and progress through their time at the Bakery.</p> <p>As a result, 4 of the 21 young people who have been part of TFGB this year have transitioned to employment, education or training, and none have reoffended.</p> <p>Regular meetings with the team have created a sense of community for the young people who are employed with us.</p> <p>Another amazing aspect about <i>The Feel Good Bakery</i> is that we partner with grassroots organisations in Romania and Kenya that support children living in poverty. When a customer buys a sandwich or a coffee, they are buying a meal for one of these children. This year we have funded the cost of 120,000 meals for children at our partner projects in Kenya in Romania.</p> <p><i>80% of TFGB team members have shown improved confidence, teamwork skills and increased access to further employment opportunities.</i></p>
Get Leading	24	<p>Get Leading is for adults aged 18-30 from the local area who want to make a difference in their community and develop as leaders. This year 24 young people took part in training and initiated/supported new community projects.</p> <p>The Fundraising adventure 'The Feel Good Jog' took place in the summer. London based musician 'king Charles' wanted to help us raise funds to support young people in London. He ran a marathon every day for 40 days, across the UK from John O'Groats to Lands End! A team of young adults from the Get leading group rallied around to support him on his quest, helping to man the support vehicle, ensure he was fed and watered, and looked after throughout. The Get Leading team utilised their skills to enable the trip to happen, and as a result the fundraiser raised £70K for Regenerate's youth services.</p> <p>The Equality, Diversity and Inclusion working group continues to meet and work towards realising our EDI strategy and goals. The group has enhanced our approach to working with families and young people in ways such as being trauma informed, family orientated, and thinking more proactively about ways under-represented groups can access the youth centre. This also brought about our working with Free2be (a LGBTQ+ charity working with young people and families) who have trained us in LGBTQ+ awareness. We have subsequently gained a 'Free2be inclusivity award' which highlights and celebrates organisations that demonstrate LGBTQ+ inclusive practices.</p> <p>In the loop was developed by one member of the Get Leading group with the help of Regenerate. Her goal was to facilitate a coaching programme for underrepresented groups of young adults to access careers in the music industry. This program continues to be a great success, and</p>

		<p>not only did she find employment in the music industry herself, she paved the way for others to do so as well.</p> <p>A trip to Kenya for a group of 7 young adults was planned for April 2022. This had been postponed since 2020 due to the pandemic, and the group were glad to come together again to anticipate and prepare for the trip. Plans included organising a conference in Kenya, where young leaders from Regenerate, Tumaini and Sure 24 (our partner projects) could come together to learn from and inspire each other through team work, goal setting and sharing life experiences.</p> <p>Counselling was also an offering which was utilised by a number of people, supporting them with their mental health and wellbeing.</p> <p><i>80% of those involved in the programme showed increased confidence, improved teamwork skills, and increased their activity in social action opportunities.</i></p>
The total number of young people worked with regularly	224	<p>Over the year, Regenerate worked with 224 different young people on a regular basis (on average twice a month). Some of these young people took part in a variety of Regenerate's services.</p>



"I've enjoyed meeting new people and being able to do and learn new things through Regenerate activities and trips. I've also done a lot of volunteering through Regenerate which I enjoy. It gives me the opportunity to give back and help my own community."

Nicola, Get Active

Goals met in 2021/22

- | | |
|--------------------|--|
| People Development | <ul style="list-style-type: none">• All staff have an active training and development budget (5% of staff costs), front line staff utilised and embedded Executive function coaching skills and all staff complete Equality, Diversity and Inclusion training requirements outlined by the EDI strategy.• Increased the TFGB General Manager and TFGB Operations Managers capacity by 20% |
| Recruitment | <ul style="list-style-type: none">• Recruited an Operations administrator• Recruited 3 full time youth workers and mentors and 1 youth work volunteer.• TFGB recruitment continues (21 TFGB team members, 2 supervisors)• Recruited a Grants Officer |
| Facilities | <ul style="list-style-type: none">• Purchased coffee cart number 4 for TFGB |
| Reporting | <ul style="list-style-type: none">• Completed Salesforce development for Fundraising and financial reporting. |
| Fundraising/Comms | <ul style="list-style-type: none">• Delivered fundraising plan for the charity focusing on the three giving streams: Organisations / Individual fundraising / Community Fundraising.• Carried out rebranding exercise and successfully redesigned our logo and website. |
| Services | <ul style="list-style-type: none">• Delivered agreed service plan and met targets• Developed new service structure starting in 22/23. |

Goals for 2022/23

- | | |
|---------------------|---|
| People development | <ul style="list-style-type: none">• Ensure all staff have an active training and development budget (5% of staff costs).
Write and implement a training & development strategy and wellbeing strategy. Recruit an external youth work supervisor. |
| Recruitment | <ul style="list-style-type: none">• TFGB recruitment (24 new TFGB team members, 2 new supervisors and 1 coach)• Increase Mentoring & Coaching service leader time by 20% (From 16 hours to 21 hours)• Employ a fundraising events coordinator (to include managing donor relations) |
| Facilities | <ul style="list-style-type: none">• Explore the potential purchase of Alton Youth Centre in Roehampton• Explore potential shops to buy as next step for TFGB |
| Reporting | <ul style="list-style-type: none">• Integrate new outcome measurement process and impact reporting for Regenerate |
| Fundraising / comms | <ul style="list-style-type: none">• Deliver fundraising plan for the charity, focusing on the three giving streams: Organisations / Individual fundraising / Community Fundraising |
| Services | <ul style="list-style-type: none">• Deliver the agreed service plan and meet its targets |





*"Because of Regenerate I now know how to control myself when I get angry,
and have ways to calm myself down"*

Ali, Get Focused mentee

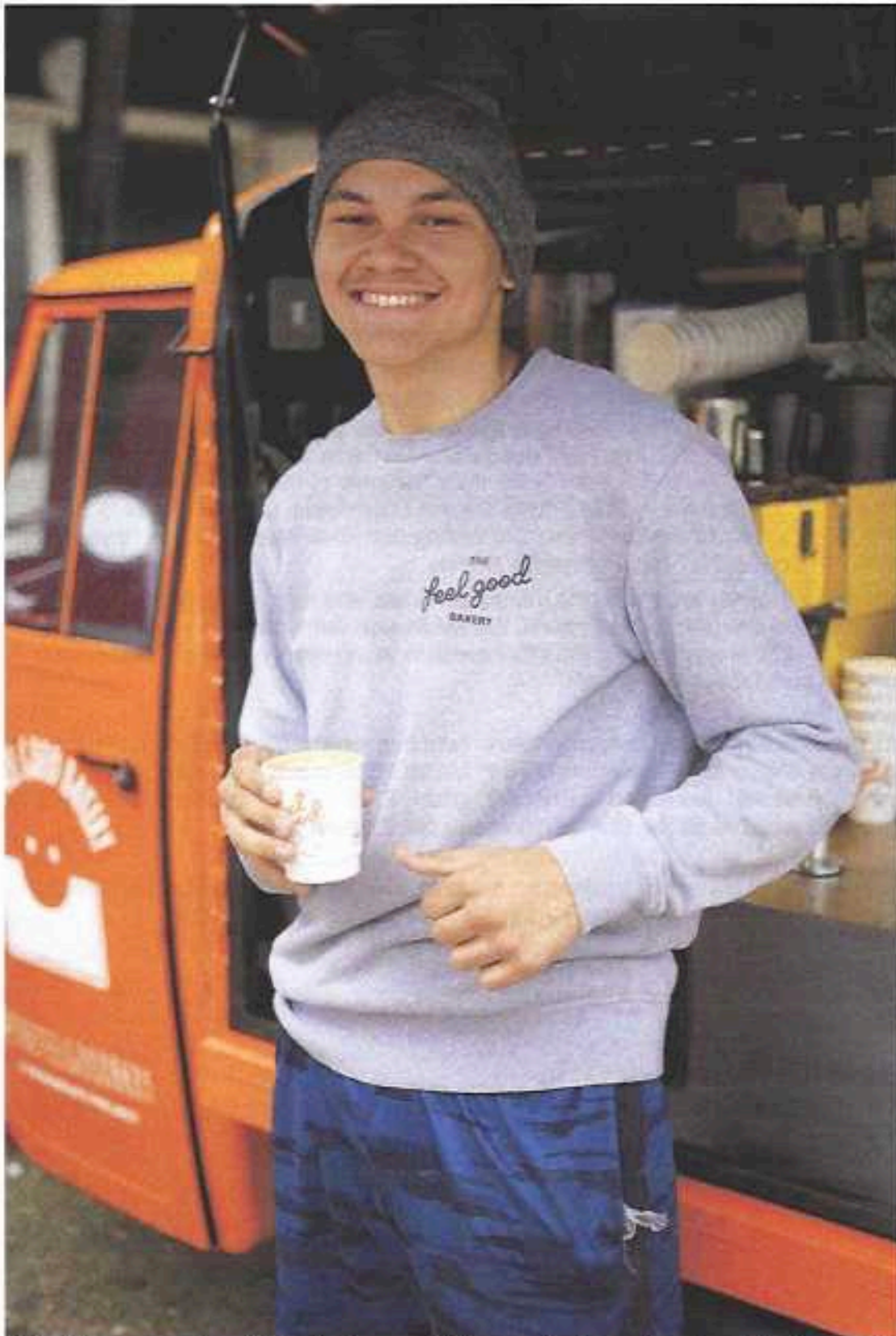
Service targets 22/23:

- Increase the number of regular attendees over all the services by 25%, from 224 to 280 young people.
- Increase the number of young people and families we connect with through the *Youth & Community* service from 2771 to 5186 young people through increased school assemblies & outreach.
- Increase the number of young people who take part in the *Mentoring and Coaching* service by just over 30%, from 118 to 154 young people.
- Establish two more *Feel Good Bakery* Coffee carts in south west London (making a total of 4) and increase the amount of young people employed from 21 to 38 (24 of whom will be new employees in new FY).
- 75% of those that attend the *Youth & Community & Mentoring* service on a regular basis (this is 33% of the young people that are youth centre members) demonstrate an overall improvement against agreed outcomes.
- 100% of those that attend our *Employment* service demonstrate an overall improvement against agreed outcomes.
- Monitor and evaluate new outcomes below:

Young people are:

- More confident
 - Improve their ability to plan & organise
 - Increase social skills
 - Better at self-management
- Meet service targets below:

SERVICE TARGETS SUMMARY 22/23	
Youth & Community (Previously Get Connected & Get Active)	4994
Mentoring & Coaching (Previously Get Focused & Get Leading)	154
Employment (Previously Get Working / TFGB)	38
TOTAL	5186
Total Individual number of regular YP	280



"The thing I have enjoyed most about being a part of Regenerate the past year is getting to meet different types of people and getting to know about their experiences in life. I have learnt about customer service and became a barista which has helped me to move onto a new job at a coffee shop, and I am still working towards becoming a pro boxer!"

Dionte, The Feel Good Bakery team member

Principle Funding Sources

Funding for the charity is currently sourced from a number of grant-giving bodies, churches and other organisations, as well as individual donors and fundraising events. The trustees are keen to maintain the diversity of funders to help sustain the charity. This year Regenerate has developed a fundraising strategy, which seeks to invest resources to focus on raising funds from the following groups:

1. Organisations (*incl. grant giving bodies, corporate businesses, statutory organisations and churches*)
2. Individual giving (*incl. monthly giving, gifts, and campaign appeals*)
3. Community Fundraising (*incl. community pursuits, and Regenerate events*).

Thank you

We would like to thank all organisations, grant-giving bodies and churches for their continued financial support and partnership this year, for which we are very grateful. These include:

Aquila Family Charitable Trust, Charities Aid Foundations, Co-op Foundation, Duvollet Charity, East End Family Trust, G C Gibson Charity, Generations Trust, Global MSN, Holy Trinity Church Barnes, Jack Petchey Foundation, J H Ferox Charitable Trust, Leathersellers Company Charitable Trust, MB Little Trust, Poor Servants of the Mother of God, Porticus, St Mary's and All Saints Putney, St Michael's Church Southfields, St Peters Church Battersea, Stiftung Aux, Tabhair Charitable Trust, The Wimbledon Foundation, Tom ap Rhys Pryce, Wandsworth Council and Ten Thousands Homes.

We are also extremely grateful to the many individuals who regularly support us with their time, knowledge and financial donations. We would also like to thank the residents and communities of Roehampton and the other areas in Wandsworth we work with for their support and contribution to the work.

Reserves Policy

The trustees consider that it is appropriate to hold free reserves amounting to in excess of three months of average expenditure. At 31st March 2022, out of free reserves of £194,290, the general fund had decreased to £124,290 (2021: £130,799). This covers the three month free reserves required for the charity in line with our financial policy.

Governance

The following have served as trustees for the year: Lisa Jones (Chair) Rodney Jenkins, Barry Lee, Andy Chisholm, James Taylor, Saria Bernard and Nadia Jackin.



The Get Leading Support team at the start of the epic *Feel Good Jog* which raised over 70K to support youth work and mentoring and *The Feel Good Bakery* employment programme.

Responsibilities of the Trustees

Charity law requires the trustees to prepare financial statements for each financial period, which show a true and fair view of the state of affairs of the charity and its financial activities for that period. In preparing those financial statements, the trustees are required to:

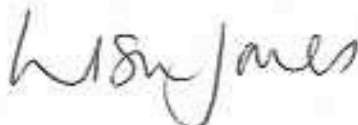
- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are prudent and reasonable;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in existence.

The trustees are responsible for keeping proper accounting records which 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 Charities Act 2011. 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.

Small company provisions

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

Signed on behalf of the trustees



Mrs Lisa Jones

Date: 26th September 2022



"Regenerate is literally like a family. They took me and a couple of my school friends to visit Romania in 2017. Ever since, I haven't left. This year through Regenerate I was introduced to someone in the industry who worked at Universal Publishing and helped me establish 'In the Loop' and find a job in the music industry."

Get Leading gave me the confidence to believe in myself and just go for it!"

Maia, Get Leading team member

Independent Examiner's Report to the Members of Regenerate.com

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 20 to 27.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the requirements
 - a) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Eric Southwick BA (Hons) FCA FCIE DChA
Eric Southwick & Co
Charity Accountants
51 The Avenue
Seaham
Co Durham
SR7 8NS

Date:



**Eric
Southwick & Co**
CHARITY ACCOUNTANTS

Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31st March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:					
Donations and legacies	3	212,815	305,009	517,824	824,768
Other trading activities	4	7,019	76,419	83,438	39,566
Investments	5	3,812	-	3,812	2,768
Other incoming resources		-	-	-	2,188
Total		<u>223,646</u>	<u>381,428</u>	<u>605,074</u>	<u>869,290</u>
Expenditure on:					
Raising funds	6	6,267	16,696	22,963	17,272
Charitable activities	7	258,598	424,371	682,969	575,079
Total		<u>264,865</u>	<u>441,067</u>	<u>705,932</u>	<u>592,351</u>
Net income/(expenditure)		(41,219)	(59,639)	(100,858)	276,939
Net movement in funds		(41,219)	(59,639)	(100,858)	276,939
Reconciliation of funds					
Total funds brought forward		235,510	282,488	517,998	241,059
Total funds carried forward	12	<u>194,291</u>	<u>222,849</u>	<u>417,140</u>	<u>517,998</u>

The notes on pages 22 to 27 form part of these accounts.

Company Number: 2370795

Balance Sheet

As at 31st March 2022

	Notes	£	2022 £	£	2021 £
Fixed Assets					
Tangible assets	9		96,950		103,636
Total fixed assets			<u>96,950</u>		<u>103,636</u>
Current assets					
Debtors	10	87,533		55,889	
Cash at bank and in hand		264,533		401,186	
Total current assets		<u>352,066</u>		<u>457,075</u>	
Current Liabilities					
Creditors: Amounts falling due within one year	11	<u>31,876</u>		<u>42,713</u>	
Net current assets			<u>320,190</u>		<u>414,362</u>
Total assets less current liabilities			<u><u>417,140</u></u>		<u><u>517,998</u></u>
The funds of the charity					
Restricted income funds	12		222,849		282,488
Unrestricted income funds	12	<u>194,291</u>		<u>235,510</u>	
Total unrestricted funds			<u>194,291</u>		<u>235,510</u>
Total charity funds			<u><u>417,140</u></u>		<u><u>517,998</u></u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime

For the year ended 31st March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

The accounts were approved by the trustees and signed on their behalf by:



Mrs Lisa Jones

Date: 26th September 2022

The notes on pages 22 to 27 form part of these accounts.

Notes to the accounts**1 Accounting policies**

In preparing the accounts the following accounting policies have been complied with:

- a) 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 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The financial statements have been prepared under historical cost convention. Regenerate.com meets the definition of a public benefit entity under FRS 102.
- b) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- c) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.
- d) All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:
 - i) Donations and legacies received by way of grants, donations and gifts and are included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
 - ii) Incoming resources from charitable activities, where related to performance and specific deliverables, are accounted for when the charity earns the right to consideration by its performance.
 - iii) Income from other trading activities are accounted for when the charity earns the right to consideration by its performance.
 - iv) Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
 - v) Investment income is included when receivable.
- e) Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:
 - i) Costs of raising funds comprise costs associated with attracting voluntary income, including costs of trading for fundraising purposes and the use of a professional fundraiser.
 - ii) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries and those costs associated with meeting the constitutional and statutory requirements of the charity and include the costs linked to the strategic management of the charity. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
 - iii) All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis as set out in the notes.

2 Taxation

The charity is exempt from taxation on its income and gains where they are applied for charitable purposes. Irrecoverable VAT is included in the cost of the goods or services on which it was charged.

Notes to the accounts (Continued)

3 Income and endowments from: Donations and legacies

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Gifts and donations	85,421	15,862	101,283	190,033
Grants:				
Alma Road	-	-	-	1,000
Alta Advisers Ltd	-	15,000	15,000	-
Aquila Family Charitable Trust	25,000	25,000	50,000	25,000
Charities Aid Foundation	3,500	-	3,500	49,344
Charles Irving	-	-	-	1,000
Children in Need	-	-	-	36,767
Citi Foundation	-	-	-	9,872
City of London	-	-	-	10,000
Co-Op Foundation	-	815	815	5,064
Duvollet Charity	30,000	-	30,000	4,000
East End Family Trust	-	8,400	8,400	-
Edward Gostlin Trust	-	-	-	5,000
Garfield Weston	-	-	-	30,000
G C Gibson Charity	4,000	-	4,000	4,000
Generations Trust	25,000	-	25,000	25,000
Global MSN	-	24,780	24,780	48,940
HMRC Coronavirus Job Retention Scheme	7,121	-	7,121	29,232
Holy Trinity Church, Barnes	3,500	-	3,500	3,874
Jack Petchey Foundation	-	46,270	46,270	5,208
J H Ferox Charitable Trust	-	1,000	1,000	-
James Thornton DAF Hoare	-	-	-	-
Trustees	-	-	-	9,755
Leathersellers Company	-	-	-	-
Charitable Trust	-	10,000	10,000	10,000
Leaver Family Trust	-	-	-	2,000
Lloyds Charities Trust	-	-	-	15,000
MB Little Trust	-	50,000	50,000	-
Pest House	-	-	-	2,500
Poor Servants of Mother of God	1,000	-	1,000	1,000
Porticus	-	50,237	50,237	25,000
Rackets Cubed	-	-	-	1,402
RFB	-	-	-	4,400
Roehampton Voice	-	1,350	1,350	-
St James Place Charitable Foundation	-	-	-	10,000
St Mary's and All Saints, Putney	-	-	-	4,242
St Michael's Church, Southfields	3,500	-	3,500	6,000
St Peter's Church, Battersea	1,800	-	1,800	1,800
The Shed	-	-	-	60,000
Stiftung Aux	-	10,000	10,000	-
Swire Charitable Trust	-	-	-	15,000
Tabhair Charitable Trust	-	10,000	10,000	10,000
Ten Thousand Homes	-	4,182	4,182	2,400
The London Community Foundation -	-	-	-	-
Evening Standard Award	-	-	-	4,000
The Lottery	-	-	-	9,993
The Wimbledon Foundation	-	22,649	22,649	41,991
Tom Ap Rhys Pryce	-	-	-	4,000
Tom Ap Rhys Trust	-	5,000	5,000	5,000
Van Scrappage Scheme	-	-	-	7,000
Vintners Company	-	-	-	5,000
Wandsworth Council	20,000	4,464	24,464	41,793
Youth Endowment Fund	-	-	-	36,675
Other - Grants below £1,000	2,973	-	2,973	5,483
Total	212,815	305,009	517,824	824,768

Notes to the accounts (Continued)

4 Income and endowments from: Other trading activities

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Fundraising events	7,019	76,419	83,438	39,566

5 Income and endowments from: Investments

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Hire of premises	3,800	-	3,800	2,750
Bank interest	12	-	12	18
Total	3,812	-	3,812	2,768

6 Expenditure on: Raising funds

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Fundraising costs and fees	6,267	16,696	22,963	17,272

7 Expenditure on: Charitable activities

	Unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Charitable activities	258,598	424,371	682,969	575,079

The expenditure on charitable activities includes the Independent Examiners' fees of £1,245 (2021: £1,210).

8 Trustee and employee information

a) Trustee information

No trustee received remuneration or was reimbursed expenses during the year.

b) Employee Information

No employee received emoluments in excess of £60,000 during the period (2021: nil).

Employee costs during the period were as follows:

	2022	2021
	£	£
Salaries	443,368	348,836
Social Security	29,796	22,515
Pension Costs	10,678	7,685
	483,842	379,036

Notes to the accounts (Continued)

8 Trustee and employee information (Continued)

The average number of people employed during the period was 31 (2021: 24), the fulltime equivalent posts were as follows:

	2022	2021
Administration and support	1	1
Charitable activities	19	13
	<u>20</u>	<u>14</u>

9 Fixed Assets

	Plant & machinery £	Motor vehicles £	Total £
Cost			
At 1 April 2021	34,335	132,504	166,839
Additions	10,230	15,400	25,630
At 31 March 2022	<u>44,565</u>	<u>147,904</u>	<u>192,469</u>
Depreciation			
At 1 April 2021	21,989	41,214	63,203
Charge for the period	5,644	26,672	32,316
At 31 March 2022	<u>27,633</u>	<u>67,886</u>	<u>95,519</u>
Net book value			
At 31 March 2022	<u>16,932</u>	<u>80,018</u>	<u>96,950</u>
At 31 March 2021	<u>12,346</u>	<u>91,290</u>	<u>103,636</u>

Plant and machinery is depreciated at 25% per annum on a reducing balance basis, and Motor vehicles are depreciated at 25% per annum on a reducing balance basis. Items below £1,000 are not capitalised.

10 Debtors

	2022 £	2021 £
Amounts owed by group undertakings and undertakings in which the company has a participating interest	54,655	34,775
Other debtors	32,878	21,114
	<u>87,533</u>	<u>55,889</u>

11 Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	3,149	4,573
Other taxes and social security	13,786	10,375
Other creditors and accruals	10,871	24,038
Deferred income	4,070	3,727
	<u>31,876</u>	<u>42,713</u>

Notes to the accounts (Continued)

12 Reserves

	At 1 April £ 2021	Incoming resources £	Outgoing resources £	Transfers £	At 31 March £ 2022
Restricted funds					
Ashburton Refurbishment	8,291	-	(8,291)	-	-
Jack Petchy - Intern	-	31,160	(23,417)	-	7,743
Roehampton Community Box	30,856	-	(22,613)	-	8,243
Get Active	9,691	118,481	(92,474)	-	35,698
Get Focused	18,100	30,054	(44,404)	-	3,750
Get Helping	17,441	28,444	(43,152)	-	2,733
Get Working - Capital	45,076	48,000	(41,640)	-	51,436
Get Working - Operating as The Feel Good Bakery	77,314	125,289	(164,488)	-	38,115
Capital Fund	75,719	-	(588)	-	75,131
	<u>282,488</u>	<u>381,428</u>	<u>(441,067)</u>	<u>-</u>	<u>222,849</u>
Unrestricted funds					
General fund	130,799	223,646	(264,865)	34,711	124,291
Designated Projects Fund	104,711	-	-	(34,711)	70,000
	<u>235,510</u>	<u>223,646</u>	<u>(264,865)</u>	<u>-</u>	<u>194,291</u>
	<u>517,998</u>	<u>605,074</u>	<u>(705,932)</u>	<u>-</u>	<u>417,140</u>

The Designated Projects Fund is for future projects to provide new opportunities for young people.

13 Analysis of net assets between funds

		2022 £	2021 £
Restricted funds			
Current assets	<u>222,849</u>	222,849	282,488
Unrestricted funds			
Fixed assets	96,950		172,428
Current assets	<u>97,341</u>	194,291	131,874
		<u>417,140</u>	<u>586,790</u>

Notes to the accounts (Continued)

14 Comparatives for the Statement of Financial Activities

	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Income and endowments from:			
Donations and legacies	326,858	497,910	824,768
Other trading activities	39,566	-	39,566
Investments	2,768	-	2,768
Other incoming resources	2,188	-	2,188
Total	<u>371,380</u>	<u>497,910</u>	<u>869,290</u>
Expenditure on:			
Raising funds	17,272	-	17,272
Charitable activities	174,131	400,948	575,079
Total	<u>191,403</u>	<u>400,948</u>	<u>592,351</u>
Net income/(expenditure)	<u>179,977</u>	<u>96,962</u>	<u>276,939</u>
Net movement in funds	<u>179,977</u>	<u>96,962</u>	<u>276,939</u>

15 Related Parties

The charity is the sole member of The Feel Good Bakery C.I.C., a social enterprise incorporated on 23rd June 2014. It continued to provide administrative and finance services for The Feel Good Bakery C.I.C. free of charge which the trustees consider to be a non-commercial transaction and raises money to meet certain other expenses through its The Feel Good Bakery fund.

16 Controlling Parties

The charity is controlled by the trustees.

17 Other information

The charity is a company limited by guarantee with its registered office at Ashburton Youth Centre, Westleigh Ave, Putney, LONDON, SW15 6XD.

