

Charity Registration No. 1136671

Company Registration No. 07065815 (England and Wales)

HEROPRENEURS

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS

30 November 2020

LEGAL AND ADMINISTRATIVE INFORMATION

Patron	Lieutenant General Dick Applegate CB, OBE
Trustees and Board Members	Peter Mountford, FCA Donald Stuart Nicol, BSc (Hons), MSc (Fin) Major General Tom Richardson Copinger-Symes, CBE Simon Andrew Banks-Cooper, VR, FCMA, BSc (Hons) Dani Lachowicz (Appointed 12 August 2021)
Charity number	1136671
Company number	07065815
Registered office	21 Marina Court Castle Street Hull HU1 1TJ
Independent examiner	Nadia Hossen Mamode ACA VCCA Ltd The Limes Bayshill Road Cheltenham GL50 3AW

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The Trustees, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the Unaudited Financial Statements of the Charity for the year ended 30 November 2020.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 07065815

Charity No. 1136671

Registered Office

21 Marina Court
Castle Street
Hull
HU1 1TJ

Directors and Trustees

The Directors of the Charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year.

Peter Mountford, FCA
Donald Stuart Nicol, BSc(Hons), MSc(Fin)
Major General Tom Richardson Copinger-Symes, CBE
Simon Andrew Banks-Cooper, VR, FCMA, BSc (Hons)
Dani Lachowicz (Appointed 12 August 2021)

None of the Directors and Trustees receive any remuneration for the considerable time that they give to the charity.

Accountants

VCCA Ltd
The Limes
Bayshill Road
Cheltenham
GL50 3 AW

OBJECTIVES AND ACTIVITIES

In summary the objects of the Charity are restricted to the prevention or relief of financial hardship among former serving members of the armed forces of the Crown and their dependents by providing financial assistance and support services designed to enable such individuals to establish, grow and sustain a business idea, and to the promotion of the efficiency of the armed forces by assisting with the resettlement of former serving members of the armed forces of the Crown and their readjustment to civilian life.

In particular the Charity provides extensive help to its beneficiaries through its large community of volunteer business mentors, none of whom receive any reward for the help that they provide. All mentors of the Charity also commit to receiving no commercial benefit from the individuals and businesses that they mentor during the period of mentorship which normally lasts for 1 year. The independent advice, without conflicts of interest, that the mentors give is essential to the service that the charity provides.

ACHIEVEMENTS AND PERFORMANCE AND CHAIRMAN'S REPORT

Despite the continued challenges presented by the COVID-19 pandemic, the past 12 months have seen Heropreneurs go through a period of significant development and sustained growth, increasing our reach to the UK military community – particularly to those in resettlement and military spouses/partners – and improving our processes to ensure that we make the best use of our highly-valued network of business mentors and ensuring that our community receive the best possible support as they create and grow their businesses.

In the year to 30 November 2020, 160 businesses were supported through our mentoring programme, a 45% increase on last year and a testament to our comparatively small bank of 75 mentors, all of whom give their time to each mentee entirely voluntarily. I would like to sincerely thank all of our business mentors for the considerable amount of time and effort that they put into this programme.

In January 2021, Becci Parriss joined Heropreneurs as CEO following four years with RMA – The Royal Marines Charity where she was responsible for the strategic delivery of their Employment and Education services to vulnerable service leavers, veterans and family members. A registered Career Development Professional, she has been quick to implement a strategy focussed on best practice, building our community, and expanding the availability of services to both mentees and mentors. As a result of this work, Heropreneurs now host a variety of virtual events, with plans to convert to a combination of virtual and in-person events in due course:

- Monthly mentee clinic: peer to peer support group, attended by current programme members and 2-3 mentors to support each other in contemporary issues, share best practices and network.
- Monthly expert-led sessions: webinars delivered by SMEs on topics relevant to entrepreneurs. Sessions have included: intellectual property, supplying the creative industries, pitch presentation and crowdfunding.
- Monthly Dragons Den events: we invite a mentee to present to a varied panel taken from our mentors and partner organisations. Instead of investment, they are given honest, constructive feedback and advice on their business.
- Quarterly mentor meeting: providing a networking opportunity to mentors and inviting them to share their views and contribute to ongoing strategy development.

The difficult decision was taken in early 2020 not to hold our annual awards ceremony, with too much uncertainty over social-distancing restrictions and a consensus that a black-tie dinner was

not appropriate given the struggles of many businesses and individuals throughout the year. We took the opportunity to focus our attention on our core output and delivered one virtual awards category with our long standing partners the Warwick Business School (WBS). As a result of not delivering a physical ceremony in 2020, we did not receive the significant income we would usually expect from sponsorship and ticket sales of this event, as is reflected in our reduced income and expenditure detailed in this report. Thanks to the generosity of CAF Bank and the National Lottery Community Fund, we were able to subsidise some of the necessary income to continue operating, along with grants from Veterans' Foundation and Greenwich Hospital Trust, with every intention of returning to a more self-sufficient approach in the coming year.

Aware of the need for some good news in 2021, and based on the success of the 2020 WBS award, we have chosen to again deliver a virtual awards programme, reinstating a range of awards and developing an ambitious marketing plan in order to ensure maximum exposure for both our finalists and sponsors.

FINANCIAL REVIEW

Heropreneurs' income for the year was £69,212 (£137,518 in 2019) a decrease on the previous year's income due to the annual awards ceremony not taking place. We were once again able to maintain a modest surplus of £23,601. The Board felt it appropriate to maintain higher than average reserves given the impact of the COVID-19 pandemic on most grant-giving organisations.

PLANS FOR FUTURE PERIODS

In the coming 12 months, our priorities are three-fold:

1. Building our community: We will look to increase the opportunities for peer to peer support and provide greater opportunity to network with other mentees, mentors, and partners.
2. Standardised training for mentors: In addition to the rigorous onboarding process our mentors already go through, we will be introducing a training package to be completed by all mentors by December 22. This will include training in managing conversations about mental health.
3. Awards 2022: We are confident that in 2022, we will finally be able to return to a physical awards ceremony. We plan to incorporate lessons learnt during 2020/21 to make this a much more inclusive and interactive event.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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. The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Heropreneurs is established as a company limited by guarantee and is a Registered Charity with the Charity Commission (No 1136671). The affairs of Heropreneurs are governed by its Memorandum and Articles of Association. The liability of the members in the event of Heropreneurs being wound up is limited to a sum not exceeding £1 per member.

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the Board



Peter Mountford, FCA
Chairman
25 August 2021

Independent examiner's report to the trustees of Heropreneurs

I report to the Charity Trustees on my examination of the Financial Statements of Heropreneurs for the year ended 30 November 2020 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes.

Responsibilities and basis of report

As the Charity's trustees of the Company (who are also the Directors of the Company for the purposes of Company law), you are responsible for the preparation of the Financial Statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the Financial Statements of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's Financial Statements 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

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the Financial Statements do not accord with such records; or
3. the Financial Statements do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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 Financial Statements have not been prepared in accordance with the Charities SORP (FRS102).

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.



Nadia Hossen Mamode ACA
VCCA Ltd
The Limes
Bayshill Road
Cheltenham GL50 3 AW
25 August 2021

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2020

		Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
	Notes				
Income and endowments from:					
Donations	4	30,000	34,037	64,037	40,502
Charitable activities	5		5,175	5,175	97,016
Total		<u>30,000</u>	<u>39,212</u>	<u>69,212</u>	<u>137,518</u>
Expenditure on:					
Raising funds	6		216	216	691
Charitable activities	7		37,526	37,526	106,504
Other expenditure	8		7,869	7,869	4,445
Total			<u>45,611</u>	<u>45,611</u>	<u>111,640</u>
Net income/(expenditure)		<u>30,000</u>	<u>(6,399)</u>	<u>23,601</u>	<u>25,878</u>
Net movement in funds:		<u>30,000</u>	<u>(6,399)</u>	<u>23,601</u>	<u>25,878</u>
Reconciliation of funds:					
Total funds brought forward		-	86,905	86,905	61,027
Total funds carried forward		<u>30,000</u>	<u>80,506</u>	<u>110,506</u>	<u>86,905</u>

SUMMARY OF INCOME AND EXPENDITURE
for the year ended 30 November 2020

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income	30,000	39,212	69,212	137,518
Gross Income for the year	<u>30,000</u>	<u>39,212</u>	<u>69,212</u>	<u>137,518</u>
Expenditure		45,611	45,611	111,640
Total expenditure for the year		<u>45,611</u>	<u>45,611</u>	<u>111,640</u>
Net income before tax for the year	30,000	(6,399)	23,601	25,878
Net income for the year	<u>30,000</u>	<u>(6,399)</u>	<u>23,601</u>	<u>25,878</u>

BALANCE SHEET

at 30 November 2020

Company No. 07065815

	Notes	Restricted funds 2020 £	Unrestricted funds 2020 £	Total 2020 £	Total 2019 £
Fixed assets					
Investments	10	-	6,000	6,000	6,000
		-	6,000	6,000	6,000
Current assets					
Debtors	11	-	-		5,667
Cash at bank and in hand		30,000	78,134	108,134	121,107
		30,000	78,134	108,134	126,774
Creditors					
Amount falling due within one year	12	-	(3,628)	(3,628)	(45,869)
Net current assets		30,000	74,506	104,506	80,905
Total assets less current liabilities		30,000	80,506	110,506	86,905
Total net assets		30,000	80,506	110,506	86,905
The funds of the charity					
Staff fund	13	30,000		30,000	
General funds	13		80,506	80,506	86,905
Total funds		30,000	80,506	110,506	86,905

These Financial Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

For the year ended 30 November 2020 the Company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

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 responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of Financial Statements.

Approved by the Board on 25 August 2021 and signed on its behalf by:



Peter Mountford, FCA
Chairman
25 August 2021

STATEMENT OF CASH FLOWS
for the year ended 30 November 2020

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total 2020 £	Total 2019 £
Cash flows from operating activities				
Net income/(expenditure) per Statement of Financial Activities	30,000	(6,399)	23,601	25,878
Adjustments for:				
Decrease/(Increase) in trade and other receivables		5,667	5,667	(3,167)
(Decrease)/Increase in trade and other payables		(42,241)	(42,241)	44,751
Net cash provided by operating activities	<u>30,000</u>	<u>(42,973)</u>	<u>(12,973)</u>	<u>67,462</u>
Cash flows from investing activities				
Net cash provided by/(used in) investing activities	<u></u>	<u></u>	<u></u>	<u></u>
Cash flows from financing activities				
Net cash provided by/(used in) financing activities	<u></u>	<u></u>	<u></u>	<u></u>
Net increase in cash and cash equivalents	30,000	(42,973)	(12,973)	67,462
Cash and cash equivalents at the beginning of the year		121,107	121,107	53,645
Cash and cash equivalents at the end of the year	<u>30,000</u>	<u>78,134</u>	<u>108,134</u>	<u>121,107</u>
Components of cash and cash equivalents				
Cash and bank balances	30,000	78,134	108,134	121,107
	<u>30,000</u>	<u>78,134</u>	<u>108,134</u>	<u>121,107</u>

1 Accounting policies

Basis of preparation

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.

Change in basis of accounting or to previous Financial Statements

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to Financial Statements for previous years.

Fund accounting

Restricted funds	These are resources which are to be applied to specific purposes imposed by the donor.
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Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the Charity.
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Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the Charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
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Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
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Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
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Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
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Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
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Volunteer help	The value of any volunteer help received is not included in the Financial Statements.
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Investment income	This is included in the Financial Statements when receivable.
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Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments, including programme related investments.
Expenditure	
Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

The Charity is exempt from corporation tax on its charitable activities.

Investments

Investments comprise unlisted programme related investments, which are investments made directly in pursuit of the company's charitable purposes. These investments are recognised initially at the transaction price. Following initial recognition, where fair value can be measure reliably, investments are stated at fair value with changes recognised in profit and loss. Where fair value cannot be measured reliably such investments are measured at initial cost less any identifiable impairment.

Other debtors

Other debtors are recognised at the settlement amount due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand.

Other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

2 Company status

The Company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Restricted 2019 £	Unrestricted 2019 £	Total 2019 £
Income and endowments from:			
Donations		40,502	40,502
Charitable activities		97,016	97,016
Total		137,518	137,518
Expenditure on:			
Raising funds		691	691
Charitable activities		106,504	106,504
Other expenditure		4,445	4,445
Total		111,640	111,640
Net income		25,878	25,878
Net movement in funds:		25,878	25,878
Reconciliation of funds:			
Total funds brought forward		61,027	61,027
Total funds carried forward		86,905	86,905

4 Income from donations

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Donations	30,000	34,037	64,037	40,502

5 Income from charitable activities

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Heropreneurs Awards, other events, and workshops		5,175	5,175	97,016

6 Expenditure on raising funds

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Costs of generating voluntary income:				
Donations		216	216	691

7 Expenditure on charitable activities

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Expenditure on charitable activities				
Heropreneurs Awards, other events, and workshops		37,526	37,526	106,504
		37,526	37,526	106,504

8 Other expenditure

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
General administrative costs		5,534	5,534	2,607
Legal and professional costs		2,335	2,335	1,838
		7,869	7,869	4,445

While some incidental expenses, relating to the delivery of services, are paid from time to time the Trustees as a whole fund their own travel and other costs in performing their duties as Trustees.

9 Staff costs

There were no staff costs in the year ended 30 November 2020 (2019: nil). In the year ended 30 November 2020, Heropreneurs was managed and administered by a team of part-time individuals, all of whom were self-employed and who also provided services to other organisations.

None of the Directors and Trustees receive any remuneration for the considerable time that they give to the Charity (2019: none).

10 Investments

	Unrestricted Other investments - Unlisted £	Total £
Cost or revaluation		
At 1 December 2019	6,000	6,000
At 30 November 2020	6,000	6,000
Net book values		
At 30 November 2020	6,000	6,000
At 30 November 2019	6,000	6,000

Other investments

Investments are programme related investments, i.e. investments made directly in pursuit of the Company's charitable purposes.

11 Debtors

	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Other debtors				5,667

12 Creditors

amounts falling due within one year	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £	Total 2019 £
Trade creditors		59	59	45,119
Accruals and deferred income		1,200	1,200	750
VAT		2,369	2,369	
		3,628	3,628	45,869

13 Movement in funds

	At 1 December 2019 £	Incoming resources (including other gains or losses) £	Resources expended £	At 30 November 2020 £
Restricted funds:				
Staff fund		30,000		30,000
Unrestricted funds:				
General funds	86,905	39,212	45,611	80,506
Total funds	86,905	69,212	45,611	110,506

Staff fund

In the current year ended 30 November 2020, a donation of £30,000 was made by Veterans Foundation towards Staff fund for the salary of a new CEO.

At the year end date 30 November 2020 the total balance of £30,000 was unused and carried over to the next year.

14 Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total 2020 £
Investments		6,000	6,000
Net current assets	30,000	74,506	104,506
	<u>30,000</u>	<u>80,506</u>	<u>110,506</u>

15 Related party disclosures

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity in the year ended 30 November 2020 (2019: none).

Controlling party

The Company is limited by guarantee and has no share capital; thus no single party controls the Company.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 30 November 2020

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income and endowments from:				
Donations				
Donations	30,000	34,037	64,037	40,502
Charitable activities				
Heropreneurs Awards, other events, and workshops		5,175	5,175	97,016
Total income and endowments	30,000	39,212	69,212	137,518
Expenditure on:				
Costs of generating donations				
Donations		216	216	691
Total expenditure on raising funds		216	216	691
Charitable activities				
Heropreneurs Awards, other events, and workshops		37,526	37,526	106,504
Total expenditure on charitable activities		37,526	37,526	106,504
General administrative costs				
Software, IT support and related costs		5,306	5,306	2,607
Sundry expenses		228	228	
Legal and professional costs				
Independent examination fees		250	250	250
Solicitor's fees				
Other legal and professional costs		2,085	2,085	1,588
Total other expenditure	-	7,869	7,869	4,445
Total expenditure	-	45,611	45,611	111,640
Net movement in funds	30,000	(6,399)	23,601	25,878