

UNITED WAY

England & Wales · Charity number 1153509

Details

Status	Registered
Legal form	CIO
Registered	2013-08-22
Register	View on the Charity Commission register

Contact

Address	United Way c/o LCVS 151 Dale Street Liverpool L2 2AH
Phone	07753944566
Email	info@unitedway.org.uk
Website	www.unitedway.org.uk

Activities

Objects: 1. TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF CHARITIES IN THE DIRECT PURSUIT OF THEIR CHARITABLE OBJECTS AND THE EFFECTIVE USE OF THEIR RESOURCES FOR THE BENEFIT OF THE PUBLIC BY PROVIDING LEADERSHIP, GUIDANCE AND SUPPORT TO CHARITIES WORKING TOWARDS OR MEETING UNITED WAY MEMBERSHIP STANDARDS THROUGHOUT THE UNITED KINGDOM.2. TO PROMOTE ANY CHARITABLE PURPOSES FOR THE BENEFIT OF THE PUBLIC AND IN PARTICULAR, THE ADVANCEMENT OF EDUCATION, THE PROTECTION OF HEALTH AND THE RELIEF OF POVERTY, DISTRESS AND SICKNESS.3. NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005 AND SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008.

Activities: United Way advances the common good by focusing on education, income and health and creating partnerships between communities, businesses and other institutions to give, advocate and volunteer. Providing training and leadership to local United Ways and other charities with similar mission in UK.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£471,232	£478,264	-	-
2023-12-31	£330,084	£479,693	-	-
2022-12-31	£691,114	£621,036	£631,546	6
2021-12-31	£519,087	£353,678	£561,468	6
2020-12-31	£518,384	£424,714	£396,059	4

Trustees

Name	Role	Appointed
Peter Badenhuisen	Chair	2024-06-26
Elizabeth Mary Ellen Buss		2023-06-07
FRANCESCO VANNI D'ARCHIRAFI		2021-09-15
GARY VON LEHMDEN		2017-07-07
Ian Richard Yates		2019-10-09
Lailany Sierra		2019-10-14
Murray Orr		2023-06-07
Nailesh Kantilal Rambhai		2020-11-03
Neil James Francis Maffey		2020-06-18

UNITED WAY

England & Wales - Charity number 1153509

Accounts

UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2024

CHARITY NUMBER: 1153509

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024

The Trustees present their report and financial statements, for the year ended 31st December 2024, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011 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 (FRS102) (effective 1st January 2019).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- (1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.
- (2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Introduction

We are pleased to present the Trustees' Annual Report for United Way UK for the year ended 31st December 2024.

The wider environment remained volatile and uncertain throughout the year, with many UK households and communities continuing to feel the impact of prolonged economic instability. Against this backdrop, United Way UK remained focused, resilient and mission-driven.

In 2024, we continued to support underserved communities across the UK, reaching 12,345 people during the year. This included significant growth in our work with individual beneficiaries, families and grassroots charities, many of whom faced considerable financial strain. We expanded our partnerships,

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024

developed new areas of work, and strengthened the foundations of the organisation to enable further growth in 2025 and beyond.

Financial Management and Strategic Growth

United Way UK experienced substantial financial growth in 2024. Our total income increased by 43% compared to the previous year. This was underpinned by an enhanced grant from Costco, which rose to \$150,000 (from \$100,000 in 2023), in recognition of the increasing financial challenges faced by small charities in the UK.

Reserves remained healthy and aligned with our reserves policy, providing continued organisational stability. We achieved a 25% increase in unrestricted funds, allowing us to balance prudent financial management with investment in strategic growth.

At the same time, demand for our support increased significantly. In our Community Hub network of 25 local charities, two were forced to close in 2024. We also saw a marked rise in applications to our Give Local grants programme, delivered in partnership with Costco, as smaller charities struggled to secure sufficient funding to continue their work.

This trend is part of a broader pattern across the sector. Research published in 2024 reported that nearly 1,000 charities closed in a single year, 97% of which had incomes under £1 million. Surveys conducted among charities with incomes below £1 million found that nearly half were at risk of closure within the next 12 months, with many citing increased demand and rising costs without corresponding increases in income. These pressures have placed additional strain on the charitable sector and increased the importance of our support for frontline organisations (**Centre for Social Justice, Civil Society News**).

Programme and Partnership Highlights

Give Local

Demand for the Give Local programme continued to grow in 2024, reflecting the increasing need for targeted, localised support for grassroots charities. The programme helped fill critical funding gaps and support services in communities experiencing the greatest challenges.

Reading Oasis and Research

In 2024, we launched the Reading Oasis Research Project (RORP), a long-term evaluation of our early intervention literacy programme. The aim is to build an evidence base for our work, inform national policy, and demonstrate the impact of school library provision on children's outcomes.

The research follows pupils over 7 years and will assess progress in literacy, mental health, confidence, empathy, social skills, and future aspirations. It also includes assessment of teaching practice and satisfaction.

This work is increasingly important. According to the National Literacy Trust, nearly 1 million children in the UK do not own a single book, and 1 in 7 state schools do not have a school library. In 2022, 41% of pupils left primary school without meeting expected literacy standards. These figures demonstrate a systemic issue with long-term consequences for both individuals and society.

In response to the strategic relevance of this programme, we secured new and growing interest from corporate partners including MUFG, CC&L and others, alongside early-stage support from major donors. In 2025, the research will formally launch, supporting both impact delivery and strategic development.

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024

Corporate Partnerships and Volunteering

Partnerships remained strong in 2024. John Deere extended its relationship with United Way UK, doubling both funding and reach for the next two years. This will expand delivery in Nottingham and extend our work into four new locations.

We continued to build our expertise in corporate volunteering, with existing partnerships deepening and new partners joining our programmes. Volunteers provided essential support to our community partners and brought additional capacity at a time when many organisations are under strain.

Profile and Engagement

We were proud to present the RORP as the featured Mission Moment at the Q1 2024 United Way Worldwide Board Meeting, hosted by Deloitte at their London offices.

In addition, United Way UK hosted the 2024 United Way Europe and Middle East Regional Conference in London. These events reflect our growing visibility and leadership within the global United Way network.

Conclusion

2024 was a year of significant growth amidst continued challenge. United Way UK increased income and unrestricted funds while expanding programme delivery and strategic partnerships. We responded to a worsening operating environment for small charities and laid the groundwork for major new initiatives in education, local grantmaking and corporate engagement.

We are grateful to all our partners, donors, volunteers, staff and trustees whose contributions made this work possible. We remain committed to supporting the communities and organisations that need us most and to delivering high impact, evidence-based programmes in 2025 and beyond.

FINANCIAL REVIEW

Income totalling £471,232 (2023: £330,084) was received in the year, of which £290,359 was by way of donation (2023: £222,094). Expenditure for the year totalled £478,264 (2023: £479,693). At 31st December 2024 the charity's reserves stood at £474,905 (2023: £481,937) with £220,709 being restricted funds (2023: £279,333).

RISK MANAGEMENT:

The charity reviewed risk during 2024, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.
2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to deliver. All new proposals and projects are costed with a consideration of additional resources needed.

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024

3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We are working to our action plan on this, developing new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

RESERVES POLICY:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 9 months' average expenditure in the current year, increasing the previous coverage ratio of 6 months, in order to ensure our ability to deliver under current economic uncertainties.

At the end of the financial year, unrestricted funds totalled £254,196 of which £1,650 is represented by tangible assets and £13,052 represented by intangible assets (see note 9), leaving surplus free reserves of £239,494 (2023: surplus £181,724). The Organisation requires £170,203 for nine months running costs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity

Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations.

All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

Management and Delegation:

The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:

United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

UNITED WAY

TRUSTEES’ REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

Verifies the use and the impact of resources invested in the community system citizenship: Provide financial and other resources to support capacity building and the network.

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number: 1153509

Principal Office:

151 Dale Street, Liverpool, L2 2AH

Trustees:

The trustees who served during the year are as follows:

Chair	Mr. Peter Badenhuizen
Secretary	Mr. Ian Yates
Treasurer	Mr. Neil Maffey
Trustees	Ms Lailany Sierra
	Ms Elizabeth Mary Ellen Buss
	Mr. Murray Orr
	Mr. Gary von Lehmden
	Mr. Nailesh Rambhai
	Mr. Francesco Vanni D’Archirafi
	Ms. Sue Knowles (Resigned 18 th October 2024)

Chief Executive: Ms. Jane Hudson-Jones

Professional Advisers:

Auditors	Mitchell Charlesworth (Audit) Limited Suites C, D, E & F The Plaza, 100 Old Hall Street Liverpool, L39QJ
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH

UNITED WAY**TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2024**

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material 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 to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. It is 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.

Approved by the trustees and signed on their behalf by

DocuSigned by:

Peter Badenhuisen

FD6175A1BACA4C3...

Peter Badenhuisen
Co-Chair of Trustees

Signed by:

Lailany Sierra

439891E5E77E4F8...

Lailany Sierra
Co-Chair of Trustees

Dated:

10/21/2025

10/21/2025

UNITED WAY**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY**

Opinion

We have audited the financial statements of United Way for the Period ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the Period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of United Way in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on United Way's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we

UNITED WAY**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY**

conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing United Way's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities, including fraud

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Charities Act 2011, taxation legislation and data protection, anti-bribery, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:
 22 October 2025
38BAF9A02291470...

Mitchell Charlesworth (Audit) Limited

Accountants and Statutory Auditor

Suites C, D, E & F
The Plaza, 100 Old Hall Street
Liverpool, L39QJ

UNITED WAY**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2024**

	Notes	Year to 31 st December 2024			Year to 31 st December 2023
		Unrestricted Funds £	Restricted Funds £	Total £	
Income from:					
Donations and legacies	3	195,361	94,998	290,359	222,094
Charitable activities	4	83,168	97,705	180,873	107,990
Total		278,529	192,703	471,232	330,084
Expenditure on:					
Charitable activities	5	226,937	251,327	478,264	479,693
Total		226,937	251,327	478,264	479,693
Net (expenditure)/income / Net movement		51,592	(58,624)	(7,032)	(149,609)
Reconciliation of funds:					
Total funds brought forward	10,11	202,604	279,333	481,937	631,546
Total funds carried forward	9-11	254,196	220,709	474,905	481,937

The notes on pages 15 to 25 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

UNITED WAY**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2024**

	Notes	Year to 31st December 2023		
		Unrestricted Funds £	Restricted Funds £	Total £
Income from:				
Donations and legacies	3	152,255	69,839	222,094
Charitable activities	4	68,669	39,321	107,990
		-----	-----	-----
Total		220,924	109,160	330,084
		-----	-----	-----
Expenditure on:				
Charitable activities	5	272,537	207,156	479,693
		-----	-----	-----
Total		272,537	207,156	479,693
		-----	-----	-----
Net (expenditure)/income / Net movement		(51,613)	(97,996)	(149,609)
Reconciliation of funds:				
Total funds brought forward	10,11	254,217	377,329	631,546
		-----	-----	-----
Total funds carried forward	9-11	202,604	279,333	481,937
		=====	=====	=====

UNITED WAY
BALANCE SHEET AS AT 31ST DECEMBER 2024

	Note	31 st December 2024		31 st December 2023	
		£	£	£	£
Fixed assets:					
Tangible assets	6		1,650		3,153
Intangible assets			13,052		17,727
			-----		-----
			14,702		20,880
Current assets:					
Debtors	7	44,223		100,642	
Cash at bank		465,894		410,631	
		-----		-----	
Total current assets		510,117		511,273	
Liabilities:					
Creditors: amounts falling due within one year	8	(49,914)		(50,216)	
		-----		-----	
Net current assets			460,203		461,057
			-----		-----
Net Assets			474,905		481,937
			=====		=====
			£		£
The funds of the charity:					
Unrestricted funds	9,11		254,196		202,604
Restricted funds	9,10		220,709		279,333
			-----		-----
Total charity funds			474,905		481,937
			=====		=====

Approved and authorised for issue by the trustees and signed on their behalf by

DocuSigned by:

FD6175A1BACA4C3...
Peter Badenhuizen
Co-Chair of Trustees

Signed by:

439891E5E77E4F8...
Lailany Sierra
Co-Chair of Trustees

Dated:

10/21/2025

10/21/2025

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

1. ACCOUNTING POLICIES***Basis of Accounting***

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) effective 1st January 2019 and Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

Going concern

At the time of approving the accounts, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is depreciated or amortised over its useful economic life on the following basis:

Computer Equipment – 33.33% on straight line basis

Intangibles – 20% on straight line basis

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity’s contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. **CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS**

In the application of the charity’s accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No critical accounting estimates or judgments are made during the preparation of these financial statements.

3. **DONATIONS AND LEGACIES**
2024

	Unrestricted Funds	Restricted Funds	2024 Total
	£	£	£
Donations	51,151	94,998	146,149
Donations in kind	26,100	-	26,100
Grants:			
Costco	118,110	-	118,110
	-----	-----	-----
	195,361	94,998	290,359
	=====	=====	=====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024****2023**

	Unrestricted Funds £	Restricted Funds £	2023 Total £
Donations	42,890	69,839	112,729
Donations in kind	30,000	-	30,000
Grants:			
<i>Costco</i>	79,365	-	79,365
	-----	-----	-----
	152,255	69,839	222,094
	=====	=====	=====

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
United Way in the UK	83,168	97,705	180,873	107,990
	=====	=====	=====	=====

Income from charitable activities in 2023 comprised restricted funds £39,321 and unrestricted funds £68,669.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2024 Total	2023 Total
United Way in the UK	431,690	46,574	478,264	479,693
	=====	=====	=====	=====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

	2024	2023
a. Analysed as follows:		
	£	£
<i>Direct charitable expenditure:</i>		
Staff costs	268,011	261,376
Promotion and marketing	-	4,380
Reading Oasis direct costs	15,374	5,272
Digital Equity direct costs	-	52,348
Give Local Grants *	45,000	45,000
Other grants	24,600	17,223
Consultancy	12,900	-
Project delivery costs	53,627	14,772
United Way dues	7,306	2,421
Fundraising development	545	14
Travel & subsistence	3,433	8,344
Gift aid charges	486	480
Bank charges and interest	408	255
Miscellaneous	-	120
	-----	-----
	431,690	412,005
	-----	-----
<i>Support and governance costs:</i>		
Office costs	19,330	22,074
Rent	13,200	30,000
Recruitment	329	1,088
Financial administration	8,254	9,195
Audit	5,280	4,800
FX	181	531
	-----	-----
	46,574	67,688
	-----	-----
	478,264	479,693
	=====	=====

2023 above expenditures: Restricted funds £207,156, unrestricted funds £272,537

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2023: £nil)

	2024	2023
b. Analysis of staff costs:	£	£
Salaries	234,175	230,368
Social security	19,785	19,469
Pension	14,051	11,539
	-----	-----
	268,011	261,376
	=====	=====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

c. Particulars of employees:

The average number of employees during the year was as follows:

	2024	2023
Charitable activities	6	5.83
	=====	=====

This equated to 6 full time equivalent staff (2023: 5.83).

One employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2024	No. Employees 2023
£80,000 – £89,999	1	1

The trustees are not remunerated for their services and are not included in the above number of employees.

d. During the year the following grants were made to organisations:

Organisations	£
Absafe SCIO	1,500
FastAid	1,500
Wicked Weather Watch	1,500
BulliesOut	1,500
Autistic Girls Network	1,500
Seeds For Growth	1,500
Hope into Action	1,500
Wallington SDA Hub	1,500
Home-Start Erewash	1,500
Simpsons Special Care Babies	1,500
Mustard Seed Autism Trust	1,500
Teams and Bensham Community Care	1,500
Cumbernauld and Carbrain Community Hub	1,500
Creating Adventures	1,500
Wetherby in Support of the Elderly (WiSE)	1,500
After 18	1,500
Norris Green Community Alliance	1,500
Levenshulme Inspire Foundation	1,500
The Bus Shelter MK	1,500
Fatima Womens Association	1,500
Parenting Special Children	1,500
Warwickshire Pride	1,500
Autistic Children and Carers Together	1,500
Southampton Sight	1,500
Angles Support Group	1,500
The Tom Bowdidge Youth Cancer Foundation	1,500
Give.Help.Share.	1,500
Human Rights Solidarity	1,500
Halo Childrens Foundation	1,500
Surplus to Supper Trust CIO	1,500
Total grants	----- 45,000 =====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024****6. TANGIBLE FIXED ASSETS**

	Computer Equipment £	Total £
Cost		
Balance at 1 st January 2024	7,326	7,326
Additions in the year	-	-
Disposal in the year	(-)	(-)
	-----	-----
Balance at 31 st December 2024	7,326	7,326
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2024	4,173	4,173
Charge for the year	1,503	1,503
Disposal in the year	(-)	(-)
	-----	-----
Balance at 31 st December 2024	5,676	5,676
	-----	-----
Net Book Value at 31st December 2024	1,650	1,650
	=====	=====
Net Book Value at 31 st December 2023	3,153	3,153
	=====	=====

All fixed assets are used in furtherance of the organisation's charitable objectives.

INTANGIBLE FIXED ASSETS

	Website Development £	Total £
Cost		
Balance at 1 st January 2024	23,376	23,376
Additions in the year	-	-
	-----	-----
Balance at 31 st December 2024	23,376	23,376
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2024	5,649	5,649
Charge for the year	4,675	4,675
	-----	-----
Balance at 31 st December 2024	10,324	10,324
	-----	-----
Net Book Value at 31st December 2024	13,052	13,052
	=====	=====
Net Book Value at 31 st December 2023	17,727	17,727
	=====	=====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024****7. DEBTORS**

	2024	2023
	£	£
Prepayments	740	737
Other debtors	43,483	99,905
	44,223	100,642
	=====	=====

8. CREDITORS

	2024	2023
	£	£
Other creditors	32,218	31,908
Accruals	17,696	18,308
	49,914	50,216
	=====	=====

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2024	Fixed assets	Cash balances	Net current assets	Total
	£	£	/(liabilities)	2024
	£	£	£	£
Unrestricted funds	14,702	262,010	(22,516)	254,196
	-----	-----	-----	-----
Restricted funds:				
Celinux – Youth Challenge	-	12,989	-	12,989
Enthuse- Reading Oasis	-	4,690	15,925	20,615
Local Giving	-	23,367	-	23,367
Give Local (Costco)	-	139,161	-	139,161
John Deere	-	7,069	-	7,069
Campaigns	-	830	-	830
Reading Oasis	-	16,678	-	16,678
Pitney Bowes	-	(900)	900	-
	-----	-----	-----	-----
	-	203,884	16,825	220,709
	-----	-----	-----	-----
	14,702	465,894	(5,691)	474,905
	=====	=====	=====	=====

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

2023	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2023 £
Unrestricted funds	20,880	165,895	15,829	202,604
Restricted funds:				
Dow UK	-	(4,774)	19,096	14,322
Reading Oasis	-	27,553	-	27,553
Local Giving	-	17,233	-	17,233
Give Local (Costco)	-	124,251	-	124,251
John Deere	-	23,495	-	23,495
Lenovo Month of Service	-	(8,332)	14,601	6,269
Campaigns	-	830	-	830
Cellnex	-	52,698	-	52,698
Estee Lauder RO	-	6,000	-	6,000
Schools				
Pitney Bowes	-	5,782	900	6,682
	-	244,736	34,597	279,333
	20,880	410,631	50,426	481,937

10. RESTRICTED FUNDS

2024	Opening Balance £	Income £	Expenditure £	Closing Balance £
Campaigns	830	-	-	830
Cellnex- Volunteering Day	-	2,839	(2,839)	-
Cellnex- Youth Challenge	52,698	60,681	(100,390)	12,989
Dow UK	14,322	-	(14,322)	-
Estee Lauder RO Schools	6,000	-	(6,000)	-
Enthuse- Reading Oasis	-	20,615	-	20,615
Give Local (Costco)	124,251	59,910	(45,000)	139,161
John Deere	23,495	33,624	(50,050)	7,069
Lenovo Month of Service	6,269	-	(6,269)	-
Local Giving	17,233	6,134	-	23,367
MUFG- Reading Oasis	-	5,500	5,500	-
Pitney Bowes	6,682	3,400	(10,082)	-
Reading Oasis	27,553	-	(10,875)	16,678
	279,333	192,703	(251,327)	220,709

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024**

2023	Opening Balance £	Income £	Expenditure £	Closing Balance £
Dow UK	-	19,096	(4,774)	14,322
Reading Oasis	29,225	-	(1,672)	27,553
Local Giving	5,704	11,529	-	17,233
Give Local (Costco)	110,942	58,309	(45,000)	124,251
John Deere	43,333	-	(19,838)	23,495
Lenovo Month of Service	8,268	14,601	(16,600)	6,269
Cellnex	82,555	-	(29,857)	52,698
Campaigns	983	-	(153)	830
Estee Lauder RO Schools	6,000	797	(797)	6,000
Pitney Bowes	3,762	4,828	(1,908)	6,682
ISOC-UW	86,557	-	(86,557)	-
Netherlands Joining Forces				
	377,329	109,160	(207,156)	279,333

Description of funds

Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.

Cellnex Volunteering Day- Funding received to increase the employability knowledge and skills of charities supporting migrants.

Cellnex Youth Challenge- Funding received to support the Youth Challenge Programme, aimed to inspire young people to follow a career in STEM and the Telecomms industry.

Dow UK- Contribution towards Poverty, Disability & Mental Health.

Estee Lauder RO Schools – Funding received in support of Reading Oasis Programme.

Enthuse Reading Oasis- Restricted Donation received through Enthuse for the reading Oasis programme.

Give Local (Costco) - Payroll giving monies from Costco to fund Give Local grants.

ISOC-UW Netherlands Joining Forces - Funding received in support of Joining Forces Programme.

John Deere - monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

Local Giving - payroll giving monies to be used in the local area.

Lenovo Month of Service - in support of Global Month of Service Project in Basingstoke and Glasgow.

UNITED WAY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

MUG Reading Oasis- Restrcted donation received in support of the reading oasis programme.

Pitney Bowes - Funding received in support of Christmas “making something that matters” initiative and corporate volunteering opportunities.

Reading Oasis - funds given to develop and launch ‘United Way Reading Oasis’.

11. **UNRESTRICTED FUNDS**

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity’s purposes.

12. **RELATED PARTIES**

Sue Knowles is a trustee of United Way and is also Marketing and Adminisrator Director at Costco. In the year Costco made a grant of £118,110 (2024: £79,365) to United Way. Sue supported the submission of United Way UK’s application for this grant but was not part of the decision making on grants. She derives no benefit from United Way in return.

13. **REMUNERATION OF KEY MANAGEMENT PERSONNEL**

The remuneration of key management personnel is as follows:

	2024	2023
	£	£
Aggregate compensation	94,833	156,426
	=====	=====

14. **LIMITED LIABILITY OF MEMBERS**

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

UNITED WAY

England & Wales - Charity number 1153509

Accounts

UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2023

CHARITY NUMBER: 1153509

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

The Trustees present their report and financial statements, for the year ended 31st December 2023, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011 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 (FRS102) (effective 1st January 2019).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- (1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.
- (2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

Introduction

We are pleased to present the Trustees Annual Report for United Way UK for the year ended 31 December 2023. In spite of the significant challenges faced by UK charities during this period of uncertainty, we can report that United Way UK has remained resilient, adaptive, and focused on our mission of creating positive change in communities across the country. During 2023 we supported 22,000 people in underserved communities across the country, working in partnership with 13 businesses, 57 charities and 300 volunteers. Notably we launched a new core United Way UK programme and, through this, delivered a successful pilot project, alongside continued development and delivery of our existing programmes.

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

Strategic Prudence and Growth

In spite of the challenging external environment, United Way UK remained steadfast in our commitment to prudent financial management. We maintained strong reserves equivalent to eight to nine months of operating expenses, providing a solid foundation for weathering the economic storms of 2023.

Additionally, we seized opportunities for growth and innovation, exemplified by the successful launch of a new core programme developed in partnership with 3M: #DestinationDigital. This initiative, aimed at bridging the digital divide and promoting digital equity, leveraged donations and other resources for its inception and realisation; it also enabled us to extend our reach and impact, addressing a key and growing societal inequality. The programme directly supported 100 Ukrainian refugees fleeing to the UK to connect with education and employment opportunities and to develop and maintain all-important social connections. This underscored our commitment to inclusivity and support for vulnerable communities.

Amidst economic challenges in 2023 for all sectors, and shifting corporate landscapes, many partners scaled back their social responsibility efforts. United Way UK embraced this as an opportunity for strategic growth and diversification. We developed new plans for income diversification, expanding our funding streams and cultivating new partnerships to ensure the sustainability and resilience of our organisation.

As a small but growing organisation, we invested time in building new infrastructure and enhancing our systems to accommodate anticipated growth in 2024 and beyond. These proactive measures position us for continued success and impact as we navigate evolving philanthropic and economic landscapes, including significant uncertainty at home and around the globe.

Conclusion

As UK charities grappled with unprecedented challenges leading up to and in 2023, United Way UK remained resilient. Many charity closures were reported, as well as significant numbers of organisations at risk of closure with low reserves; businesses also suffered widespread uncertainty. At the same time, our national infrastructure struggled to cope while communities needed the support of charities more than ever. United Way UK's ongoing commitment to supporting communities, coupled with strategic foresight and adaptability, enabled us to continue serving those in need and making a tangible difference in people's lives.

Having said this, United Way UK was not immune to economic challenges, and our income was reduced against that of 2022, reflecting the pattern across United Way Worldwide. It should be noted, however, that £103,000 in grants awarded in 2022 was received in 2023 and related to activity that occurred in 2023, but recognised in 2022 debtors rather than 2023 income.

In summary, we have emerged stronger and more resilient with prudent financial management and strategic innovation in place for 2024, and unwavering dedication to our mission; we are poised for continued growth and impact in the years ahead. We extend our heartfelt thanks to our donors, partners, trustees, volunteers, and staff for their unwavering support and commitment to building a better, more equitable future for all.

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

FINANCIAL REVIEW

Income totalling £330,084 (2022: £691,114) was received in the year, of which £222,094 was by way of donation (2022: £393,199). Expenditure for the year totalled £479,693 (2022: £621,036). At 31st December 2023 the charity's reserves stood at £481,937 (2022: £631,546) with £279,333 being restricted funds (2022: £377,329).

In a year marked by economic volatility and heightened uncertainty, our financial performance reflects both the challenges and opportunities we encountered.

The reduction in reserves can be attributed to the economic challenges experienced across all sectors in 2023, and was primarily driven by decreased corporate resource availability for community investment.

RISK MANAGEMENT:

The charity reviewed risk during 2023, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.
2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to deliver. All new proposals and projects are costed with a consideration of additional resources needed and in 2023 we will begin the process of forming a dedicated freelance team.
3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We are working to our action plan on this, developing new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

RESERVES POLICY:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 9 months' average expenditure in the current year, increasing the previous coverage ratio of 6 months, in order to ensure our ability to deliver under current economic uncertainties.

At the end of the financial year, unrestricted funds totalled £202,604 of which £3,153 is represented by tangible assets and £17,727 represented by intangible assets (see note 9), leaving surplus free reserves of £181,724 (2023: surplus £229,155). The Organisation requires £204,403 for nine months running costs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations. All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

Management and Delegation:

The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:

United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

Verifies the use and the impact of resources invested in the community system citizenship: Provide financial and other resources to support capacity building and the network.

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number: 1153509

Principal Office:

151 Dale Street, Liverpool, L2 2AH

Trustees:

The trustees who served during the year are as follows:

Chair	Mr. Peter Badenhuizen
Secretary	Mr. Ian Yates
Treasurer	Mr. Neil Maffey
Trustees	Ms Lailany Sierra
	Ms Elizabeth Mary Ellen Buss (Appointed June 2023)
	Mr. William O'Dowd (Resigned 6 th December 2023)
	Mr. Murray Orr (Appointed June 2023)
	Mr. Gary von Lehmden
	Mr. Steve Pappas (Resigned 6 th December 2023)
	Mr. Nailesh Rambhai
	Mr. Francesco Vanni D'Archirafi
	Ms. Sue Knowles

Chief Executive: Ms. Jane Hudson-Jones

Professional Advisers:

Auditors	Mitchell Charlesworth (Audit) Limited Tempest, Suite 5.1, 12 Tithebarn Street, Liverpool L2 2DT
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH

UNITED WAY

TRUSTEES' REPORT AND STATEMENT OF TRUSTEES RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2023

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material 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 to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. It is 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.

Approved by the trustees and signed on their behalf by



Peter Badenhuisen
Chair of Trustees



Neil Maffey
Trustee - Treasurer

23-10-2024


Dated:

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

Opinion

We have audited the financial statements of United Way for the Period ended 31 December 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources, for the Period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of United Way in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on United Way's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing United Way's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities, including fraud

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Charities Act 2011, taxation legislation and data protection, anti-bribery, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Mitchell Charlesworth (Audit) Limited

25 October 2024
.....

Mitchell Charlesworth (Audit) Limited

Chartered Accountants Statutory Auditor

Suite 5.1
12 Tithebarn Street
Liverpool L2 2DT

UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2023

	Notes	Year to 31 st December 2023			Year to
		Unrestricted	Restricted	Total	31 st December
		Funds	Funds	£	2022
		£	£		£
Income from:					
Donations and legacies	3	152,255	69,839	222,094	393,219
Charitable activities	4	68,669	39,321	107,990	297,895
		-----	-----	-----	-----
Total		220,924	109,160	330,084	691,114
		-----	-----	-----	-----
Expenditure on:					
Charitable activities	5	272,537	207,156	479,693	621,036
		-----	-----	-----	-----
Total		272,537	207,156	479,693	621,036
		-----	-----	-----	-----
Net (expenditure)/income / Net movement		(51,613)	(97,996)	(149,609)	70,078
Reconciliation of funds:					
Total funds brought forward	10,11	254,217	377,329	631,546	561,468
		-----	-----	-----	-----
Total funds carried forward	9-11	202,604	279,333	481,937	631,546
		=====	=====	=====	=====

The notes on pages 16 to 27 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2023

	Notes	<u>Year to 31st December 2022</u>		Total £
		Unrestricted Funds £	Restricted Funds £	
Income from:				
Donations and legacies	3	327,347	65,872	393,219
Charitable activities	4	62,357	235,538	297,895
Total		389,704	301,410	691,114
Expenditure on:				
Charitable activities	5	488,717	132,319	621,036
Total		488,717	132,319	621,036
Net (expenditure)/income / Net movement in funds before transfers between funds		(99,013)	169,091	70,078
Transfer between funds	10,11	6,538	(6,538)	-
Net income / Net movement in funds after transfers between funds		(92,475)	162,553	70,078
Reconciliation of funds:				
Total funds brought forward	10,11	346,692	214,776	561,468
Total funds carried forward	9-11	254,217	377,329	631,546

UNITED WAY

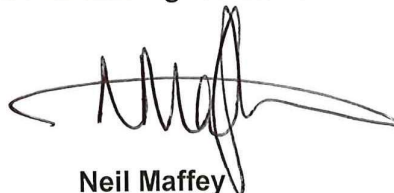
BALANCE SHEET AS AT 31ST DECEMBER 2023

	Note	31 st December 2023		31 st December 2022	
		£	£	£	£
Fixed assets:					
Tangible assets	6		3,153		2,660
Intangible assets			17,727		22,402
			<u>20,880</u>		<u>25,062</u>
Current assets:					
Debtors	7	100,642		203,063	
Cash at bank		410,631		456,275	
		<u>511,273</u>		<u>659,338</u>	
Total current assets					
Liabilities:					
Creditors: amounts falling due within one year	8	(50,216)		(52,854)	
		<u>461,057</u>		<u>606,484</u>	
Net current assets					
Net Assets			<u>481,937</u>		<u>631,546</u>
			£		£
The funds of the charity:					
Unrestricted funds	9,11	202,604		254,217	
Restricted funds	9,10	279,333		377,329	
		<u>481,937</u>		<u>631,546</u>	
Total charity funds					

Approved and authorised for issue by the trustees and signed on their behalf by



Peter Badenhuisen
Chair of Trustees



Neil Maffey
Trustee - Treasurer

23-10-2024


Dated:.

UNITED WAY

STATEMENT OF CASH FLOW FOR THE YEAR 31ST DECEMBER 2023

	Note	31 st December 2023		31 st December 2022	
		£	£	£	£
Cash flows from operating activities					
Cash (used)/generated from operations	12		(42,512)		(5,320)
Investing activities					
Purchase of intangible fixed assets		-		(23,376)	
Purchase of tangible fixed assets		(3,132)		-	
Interest received		-		-	
		-----		-----	
Net cash generated from/ (used) in investing activities			(3,132)		(23,376)
Net cash generated from financing activities			-		-
			-----		-----
Net increase/(Decrease) in cash and cash equivalents			(45,644)		(28,696)
Cash and cash equivalents at beginning of year			456,275		484,971
			-----		-----
Cash and cash equivalents at end of year			410,631		456,275
			=====		=====

Represented by:

	31 st December 2023		31 st December 2022	
	£	£	£	£
Cash at bank		410,631		456,275
		=====		=====

1. **ACCOUNTING POLICIES**

Basis of Accounting

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) effective 1st January 2019 and Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

Going concern

At the time of approving the accounts, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is depreciated or amortised over its useful economic life on the following basis:

Computer Equipment – 33.33% on straight line
Intangibles – 20% on straight line basis

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No critical accounting estimates or judgments are made during the preparation of these financial statements.

3. DONATIONS AND LEGACIES 2023

	Unrestricted Funds	Restricted Funds	2023 Total
	£	£	£
Donations	42,890	69,839	112,729
Donations in kind	30,000	-	30,000
Grants: Costco	79,365	-	79,365
	<u>152,255</u>	<u>69,839</u>	<u>222,094</u>
	=====	=====	=====

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

2022	Unrestricted Funds £	Restricted Funds £	2022 Total £
Donations	45,601	65,872	111,473
Donations in kind	197,000		197,000
Grants: <i>Costco</i>	84,746	-	84,746
	<u>327,347</u>	<u>65,872</u>	<u>393,219</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2023 Total	2022 Total
United Way in the UK	<u>£68,669</u>	<u>£39,321</u>	<u>£107,990</u>	<u>£297,895</u>

Income from charitable activities in 2022 comprised restricted funds £235,538 and unrestricted funds £62,357.

Within £235,538 : £103,000 in grants awarded in 2022 was received in 2023 and related to activity that occurred in 2023, but recognised in 2022 debtors rather than 2023 income.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2023 Total	2022 Total
United Way in the UK	<u>£412,005</u>	<u>£67,688</u>	<u>£479,693</u>	<u>£621,036</u>

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

	2023	2022
a. Analysed as follows:	£	£
<i>Direct charitable expenditure:</i>		
Staff costs	261,376	250,501
Promotion and marketing	4,380	9,269
Reading Oasis direct costs	5,272	10,694
Digital Equity direct costs	52,348	-
Give Local Grants *	45,000	46,000
Other grants	17,223	34,344
Equipment Donation	-	37,000
Project delivery costs	14,772	37,909
United Way dues	2,421	5,012
Fundraising development	14	168
Travel & subsistence	8,344	1,938
Gift aid charges	480	487
Bank charges and interest	255	2,091
Miscellaneous	120	-
	-----	-----
	412,005	435,413
	-----	-----
<i>Support and governance costs:</i>		
Office costs	22,074	15,448
Rent	30,000	160,000
Recruitment	1,088	275
Financial administration	9,195	6,600
Audit	4,800	3,300
FX	531	-
	-----	-----
	67,688	185,623
	-----	-----
	479,693	621,036
	=====	=====

2022 above expenditures: Restricted funds £132,319, unrestricted funds £488,717

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2022: £nil)

	2023	2022
b. Analysis of staff costs:	£	£
Salaries	230,368	221,575
Social security	19,469	18,742
Pension	11,539	10,184
	-----	-----
	261,376	250,501
	=====	=====

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

c. Particulars of employees:

The average number of employees during the year was as follows:

	2023	2022
Charitable activities	5.83	6.25
	=====	=====

This equated to 5.83 full time equivalent staff (2022: 6.25).

1 employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2023	No. Employees 2022
£80,000 – £89,999	1	1

The trustees are not remunerated for their services and are not included in the above number of employees.

d. During the year the following grants to organisations were made:

Organisations	£
Absafe	1,500
Edgbaston Foundation	1,500
Ablaze	1,500
BulliesOut	1,500
Coventry Boys and Girls Club	1,500
Evelina Children's Heart Organisation	1,500
Home-Start Erewash	1,500
Dads Rock	1,500
Mustard Seed Autism Trust	1,500
SPLASH (Special Play and Leisure After School Hours)	1,500
Tollcross YMCA	1,500
Special Needs and Parent Support Yorkshire (SNAPS)	1,500
After18	1,500
The River Manchester	1,500
The Lewis Foundation	1,500
Peeps	1,500
Headway Thames Valley	1,500
Warwickshire Pride	1,500
Ignite Imaginations	1,500
Solent Youth Action	1,500
Surplus to Supper Trust CIO	1,500
DIAL South Essex	1,500
South West Herts Samaritans	1,500
PACE Charitable Trust	1,500
Chester FC Community Trust	1,500
Walthamstow Toy Library and Play Centre	1,500
Herts Inclusive Theatre	1,500
Porchfield Community Association	1,500
Halo Children's Foundation	1,500
St Helens Mind	1,500
Total grants	45,000
	=====

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total £
Cost		
Balance at 1 st January 2023	7,874	7,874
Additions in the year	3,132	3,132
Disposal in the year	(3,680)	(3,680)
	-----	-----
Balance at 31 st December 2023	7,326	7,326
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2023	5,214	5,214
Charge for the year	2,074	2,074
Disposal in the year	(3,115)	(3,115)
	-----	-----
Balance at 31 st December 2023	4,173	4,173
	-----	-----
Net Book Value at 31st December 2023	3,153	3,153
	=====	=====
Net Book Value at 31 st December 2022	2,660	2,660
	=====	=====

All fixed assets are used in furtherance of the organisation's charitable objectives.

INTANGIBLE FIXED ASSETS

	Website Development £	Total £
Cost		
Balance at 1 st January 2023	23,376	23,376
Additions in the year	-	-
	-----	-----
Balance at 31 st December 2023	23,376	23,376
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2023	974	974
Charge for the year	4,675	4,675
	-----	-----
Balance at 31 st December 2023	5,649	5,649
	-----	-----
Net Book Value at 31st December 2023	17,727	17,727
	=====	=====
Net Book Value at 31 st December 2022	22,402	22,402
	=====	=====

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

7. DEBTORS

	2023	2022
	£	£
Prepayments	737	3,960
Other debtors	99,905	199,103
	-----	-----
	100,642	203,063
	=====	=====

8. CREDITORS

	2023	2022
	£	£
Other creditors	31,908	35,639
Accruals	18,308	17,215
	-----	-----
	50,216	52,854
	=====	=====

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2023	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2023 £
Unrestricted funds	20,880	165,895	15,829	202,604
	-----	-----	-----	-----
Restricted funds:				
Dow UK	-	(4,774)	19,096	14,322
Reading Oasis	-	27,553	-	27,553
Local Giving	-	17,233	-	17,233
Give Local (Costco)	-	124,251	-	124,251
John Deere	-	23,495	-	23,495
Lenovo Month of Service	-	(8,332)	14,601	6,269
Campaigns	-	830	-	830
Cellnex	-	52,698	-	52,698
Estee Lauder RO	-	6,000	-	6,000
Schools				
Pitney Bowes	-	5,782	900	6,682
	-----	-----	-----	-----
	-	244,736	34,597	279,333
	-----	-----	-----	-----
	20,880	410,631	50,426	481,937
	=====	=====	=====	=====

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

2022	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2022 £
Unrestricted funds	25,062	248,618	(19,463)	254,217
Restricted funds:				
Reading Oasis	-	29,225	-	29,225
Local Giving	-	5,704	-	5,704
Give Local (Costco)	-	106,475	4,467	110,942
John Deere	-	6,333	37,000	43,333
Lenovo Month of Service	-	(5,471)	13,739	8,268
Campaigns	-	983	-	983
Cellnex	-	18,899	63,656	82,555
Estee Lauder RO Schools	-	-	6,000	6,000
Pitney Bowes	-	1,952	1,810	3,762
ISOC-UW Netherlands Joining Forces	-	43,557	43,000	86,557
	-	207,657	169,672	377,329
	25,062	456,275	(150,209)	631,546

10. RESTRICTED FUNDS

2023	Opening Balance £	Income £	Expenditure £	Transfers between Funds £	Closing Balance £
Dow UK	-	19,096	(4,774)	-	14,322
Reading Oasis	29,225	-	(1,672)	-	27,553
Local Giving	5,704	11,529	-	-	17,233
Give Local (Costco)	110,942	58,309	(45,000)	-	124,251
John Deere	43,333	-	(19,838)	-	23,495
Lenovo Month of Service	8,268	14,601	(16,600)	-	6,269
Cellnex	82,555	-	(29,857)	-	52,698
Campaigns	983	-	(153)	-	830
Estee Lauder RO Schools	6,000	797	(797)	-	6,000
Pitney Bowes	3,762	4,828	(1,908)	-	6,682
ISOC-UW Netherlands Joining Forces	86,557	-	(86,557)	-	-
	377,329	109,160	(207,156)	-	279,333

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

2022	Opening Balance	Income	Expenditure	Transfers between Funds	Closing Balance
	£	£	£	£	£
Reading Oasis	37,206	-	7,981	-	29,225
Local Giving	5,300	4,404	4,000	-	5,704
Give Local (Costco)	92,114	60,828	42,000	-	110,942
AMEX	3,600	(994)	2,606	-	-
Principal Foundation	13,500	-	13,500	-	-
John Deere	9,835	57,817	24,319	-	43,333
Covid Response	600	-	341	(259)	-
Lenovo Month of Service	6,284	16,194	14,210	-	8,268
3M GoSTEM	24,289	-	18,009	(6,280)	-
Cellnex	21,748	63,656	2,849	-	82,555
Campaigns	300	1,350	667	-	983
Estee Lauder RO	-	6,000	-	-	6,000
Schools	-	-	-	-	-
Pitney Bowes	-	5,399	1,637	-	3,762
ISOC-UW	-	86,756	199	-	86,557
Netherlands Joining Forces	-	-	-	-	-
	214,776	301,410	132,318	(6,539)	377,329

AMEX - funding received from American Express to fund Reading Oases in a number of schools.

Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.

Cellnex - Funding received to support the Youth Challenge Programme, aimed to inspire young people to follow a career in STEM and the Telecomms industry.

Covid Response - Funding received in support of local, grassroots charities and communities impacted by the socio-economic crisis generated by the COVID-19 pandemic.

Dow UK- Contribution towards Poverty, Disability & Mental Health

Estee Lauder RO Schools – Funding received in support of Reading Oasis Programme

Give Local (Costco) - Payroll giving monies from Costco to fund Give Local grants.

ISOC-UW Netherlands Joining Forces - Funding received in support of Joining Forces Programme

John Deere - monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

Local Giving (Leicester) - payroll giving monies to be used in the local area.

Lenovo Month of Service - in support of Global Month of Service Project in Basingstoke and Glasgow.

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

3M GoStem- Funds were used to advance equity in youth access to STEM education and career opportunities by providing young people with insight and knowledge on the STEM sector and supporting them to develop social skills and job readiness skills, inspiring them to follow an academic and/or professional career in STEM.

Pitney Bowes - Funding received in support of Christmas "making something that matters" initiative and corporate volunteering opportunities

Principal Foundation - funding received to assist in promoting employability and financial literacy among disadvantaged youth in London.

Reading Oasis - funds given to develop and launch 'United Way Reading Oasis'.

Transfers between funds - monies transferred from restricted funds to cover project management and staff costs specific to each fund's budget.

11. UNRESTRICTED FUNDS

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity's purposes.

12. CASH GENERATED FROM OPERATIONS

	2023 £	2022 £
(Deficit)/Surplus for the year	(149,609)	70,078
Adjustments for:		
Loss on disposal	565	-
Depreciation	2,074	2,210
Amortisation	4,675	974
Movements in working capital:		
Decrease/(Increase) in debtors	102,421	(82,434)
(Decrease)/Increase in creditors	(2,638)	3,852
Cash (used in)/generated from operations	(42,512)	(5,320)
	=====	=====

13. RELATED PARTIES

Sue Knowles is a trustee of United Way and is also Marketing and Administrator Director at Costco. In the year Costco made a grant of £79,365 (2022: £84,746) to United Way. Sue supported the submission of United Way UK's application for this grant but was not part of the decision making on grants. She derives no benefit from United Way in return.

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2023

William O'Dowd was a trustee of United Way & resigned during the financial year. He made a non-recourse loan of USD\$20,000 equating to £15,954. Interest is chargeable at 1% interest which is less than market rate.

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2023	2022
	£	£
Aggregate compensation	156,426	150,314
	=====	=====

14. LIMITED LIABILITY OF MEMBERS

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

UNITED WAY

England & Wales - Charity number 1153509

Accounts

UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2022

CHARITY NUMBER: 1153509

UNITED WAY TRUSTEES REPORT AND STATEMENT OF TRUSTEES' RESPONSIBILITY FOR THE YEAR ENDED 31ST DECEMBER 2022

The Trustees present their report and financial statements, for the year ended 31st December 2022, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011 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 (FRS102) (effective 1st January 2019).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- (1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.
- (2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

United Way UK continued to grow steadily and sustainably in 2022. We are proud of our achievements in the charity's eighth year, increasing revenue, partnerships, assets and impact, diversifying our programme base and delivering compound growth of 10% (2021: 15%; 2020: 9%).

This activity generated a 57% growth in impact, supporting a total of 33,000 people during the year compared to a final total of 21,000 in 2021. The overall total number of people now supported by United Way UK's programmes and partnerships since launching in 2014 is 145,000.

**UNITED WAY
TRUSTEES REPORT AND STATEMENT OF TRUSTEES' RESPONSIBILITY FOR THE YEAR
ENDED 31ST DECEMBER 2022**

Our policy of financial prudence continued and we applied a full cost recovery to all project work, ensuring that our coverage ratio policy of 9 months was met at all times during 2022.

Once again, the United Way UK trustees participated in our major donor giving programme, through the Giving Tuesday campaign delivered digitally towards the end of the year. These funds were ring-fenced to cover the cost of new staff members for 2023. We thank our trustees for their commitment and support for the charity, and for the experience and capacity-building they bring year in, year out, enhancing our performance and growth.

Our progression towards more strategic interventions has continued, with multi-year, multi-dimensional, international programmes developing through existing and new partnerships. We have continued to provide brief interventions through one-off corporate community events and our expertise has continued to build in converting these relationships into longer term, more strategic partnerships, delivering greater impact and outcomes for the communities we serve. Lenovo is an excellent case in point. We began the relationship in 2017 with annual volunteering experiences for employees. We have delivered successful programmes each year and listened to the partner to understand their goals. A more strategic partnership resulted in 2019 through the Glasgow office with a \$20,000 youth programme. In 2022 we worked with Lenovo on a £400,000 project, supporting the distribution of more than 700 devices to people suffering from digital exclusion and supporting more than 1,000 people from affected communities.

During 2022 United Way UK identified digital exclusion as a growing community need. Related revenue grew from 0% in 2021 to 13% of total income for the year in 2022. The House of Lords Select Committee for Digital Skills has stated that “everyday activities such as shopping, using a telephone and banking increasingly require interaction with technology. Digital skills are now necessary life skills”¹. 10% of the UK’s adult population were identified as “non-internet users” in 2018² (not including people with no access to a device) and are at risk of exclusion from employment and education, inability to manage finances and social isolation.

In 2022 United Way UK also began planning for a strategic collaboration in the field of digital equity with The Internet Society – ISOC. This programme is multi-year and international, with United Ways in the UK, Netherlands, Spain, Israel, Romania and Germany collaborating to create an aligned impact model.

The identification of this trend led to the development of plans to deliver an in-house digital equity pilot programme in 2023, as several strands of opportunity came together, enabling us to donate 100 laptops to Ukrainian refugees in the UK, following a donation of devices from HP that was secured through United Way in Germany.

Future plans for 2023 include harnessing this and our other digital equity work in a branded programme, augmenting our current core programme base of Reading Oasis and Give Local. This will enable us to develop strategy around this relatively new area of delivery, which is expected to

¹ <https://www.parliament.uk/globalassets/documents/lords-committees/digital-skills/Summary-and-summary-of-conclusions-and-recommendations.pdf>

² [Exploring the UK Digital Divide](#)

UNITED WAY
TRUSTEES REPORT AND STATEMENT OF TRUSTEES' RESPONSIBILITY FOR THE YEAR
ENDED 31ST DECEMBER 2022

continue to be of key significance in the UK and around the world (and is included in global SDGs) as digital technology expands exponentially.

The United Way UK team was enlarged to accommodate increased impact delivery, with a second Project Officer in 2022. Our overall admin levels increased alongside growth in delivery and our Administrative Officer increased her part-time hours, bringing the team to 6.25 FTEs (from 5 in 2021). Plans and fundraising were also undertaken to recruit another full-time operational officer in 2023 to accommodate increased impact delivery, ensuring we are able to meet our commitments.

During the year we took time to prepare for our next phase of growth, focusing on our strategic goals around communication and raising our profile in the UK. Following on from the strategic marketing development begun in 2021 and continuing our work with the Still Curious marketing agency, we completed development of marketing and branding strategies along with a comprehensive communications plan. In the summer of 2022 this culminated in the launch of our brand new website, in anticipation of growing our network, supporters and impact further in 2023 and to support delivery of our strategic goals.

Our two core programmes, Reading Oasis and Give Local, continued during the year:

The knock-on effects of lockdowns and school closures through industrial action continued to affect the Reading Oasis project. During the year we delivered book replenishments for 11 existing installations and developed the relationship with Estee Lauder. A review of the programme was begun, including how we fund the libraries, and plans to diversify the funding base were made for 2023 along with plans to undertake a research project that will allow us to more robustly evaluate impact, enhancing our ability to raise funds for the programme, thereby reaching more underrepresented children.

Our Give Local programme continued to grow, with donations from the Costco partnership increasing by 20% (2022: £110,942; 2021: £92,114) through increased participation and donation amounts. The community impact value increased from £45,000 in 2021 to £46,000 in 2022. In addition, two new payroll giving partnerships were secured, with ITW and Hudl.

FINANCIAL REVIEW

Income totalling £691,114 (2021: £519,087) was received in the year, of which £393,219 was by way of donation (2021: £270,204). Expenditure for the year totalled £621,036 (2021: £353,678) all of which was spent on charitable activities. At 31st December 2022 the charity's reserves stood at £631,546 (2021: £561,468) with £377,329 being restricted funds (2021: £214,776).

Risk Management:

The charity reviewed risk during 2022, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the

board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.

2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to deliver. All new proposals and projects are costed with a consideration of additional resources needed and in 2023 we will begin the process of forming a dedicated freelance team.
3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We are working to our action plan on this, developing new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

Reserves Policy:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 9 months' average expenditure in the current year, increasing the previous coverage ratio of 6 months, in order to ensure our ability to deliver under current economic uncertainties.

At the year end the organisation held unrestricted reserves of £254,217 (2021: £346,692) this is approximately 6 months' (2021: 22 months) average expenditure. The current 9 months' average desired level is approximately £366,538 (2021: £141,695 the remaining £nil (2021: £204,997) is being held to finance future projects.

Plans for the Future:

Great progress has been made in 2022 that will position us for sustained growth. We continue to deliver on our strategic plan 2022-24 and achieved all targets in 2022, over-achieving on some, with the exception of Reading Oasis, which continued to be affected by the fallout of the pandemic.

Our plan highlights 6 strategic priorities for 2022-24 agreed by the Board in September 2021. The first 3 priorities are the 'how' and priorities 4-6 are the 'what':

1. **Leverage global corporate partner relationships to extend these partnerships to the UK**

Capitalising on successful relationships in the global organisation, including planning an awareness raising event in Q1 2024 to coincide with the UWW Board meeting being held in London.

2. **Raise our profile**

Our new website and marketing strategy will be key factors in growing our audience, positioning the organisation strategically and messaging effectively, with the goal of communicating clear and compelling impact stories to increase funding and impact. In 2023 we plan to recruit new trustees with events capability and network assets to ensure our events are successful in increasing audience, fundraising and impact.

3. **Improve evaluation and monitoring systems**

A key goal is to tell clear and compelling stories about our work to increase funding and impact. In order to do this we plan to improve our impact measurement processes, systems and capability alongside building marketing

capability as described in key priority 5. In 2023 we plan to develop and execute a research proposal to more effectively evaluate the impact – short, medium and long term – of the Reading Oasis programme.

4. Grow Reading Oasis

We know that reading for pleasure is a key indicator for life success, but that disadvantaged children are the most likely to be excluded from this opportunity. Also that many children have missed vital educational stages as a result of lockdowns, and this is worse for disadvantaged children. So Reading Oasis is a key intervention for this particular community issue. We have built experience, expertise and key networks and relationships with the programme, and according to our research and knowledge through our relationships with Book Trust, National Literacy Trust, and Scholastic we are the only UK charity providing this intervention on an ongoing basis on a national scale. In 2023 we plan to review and diversify our funding base for Reading Oasis.

5. Grow Give Local

This is a tried and tested, successful flagship initiative which can be replicated easily given the expertise, resources and experience we have developed. In 2023 we plan to work with community partners to explore ways of scaling the programme.

6. Grow Corporate Volunteering

This is a significant growth area and key entry point to new strategic relationships. Since launching the initiative in 2017 our partner base has grown from 2 to 20 and we are receiving new requests regularly. In 2023 we plan to diversify our core programme base to include an initiative around digital exclusion, to meet the changing goals and demands of corporate social responsibility and of the communities we serve.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations.

All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

Management and Delegation:

The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:

United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

Verifies the use and the impact of resources invested in the community system citizenship: Provide financial and other resources to support capacity building and the network

**UNITED WAY
TRUSTEES REPORT AND STATEMENT OF TRUSTEES' RESPONSIBILITY FOR THE YEAR
ENDED 31ST DECEMBER 2022**

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number: 1153509

Principal Office:

151 Dale Street, Liverpool, L2 2AH

Trustees:

The trustees who served during the year are as follows:

Chair	Mr. Gary von Lehmden
Secretary	Mr. Ian Yates
Treasurer	Mr. Peter Badenhuizen
Trustees	Ms Lailany Sierra
	Ms Elizabeth Mary Ellen Buss (appointed June 2023)
	Mr. William O'Dowd
	Mr. Murray Orr (appointed June 2023)
	Mr. Steve Pappas
	Mr. Neil Maffey
	Mr. Nailesh Rambhal
	Mr. Francesco Vanni D'Archirafi
	Ms. Sue Knowles

Chief Executive: Ms. Jane Hudson-Jones

Professional Advisers:

Auditors	BWM Tempest, Suite 5.1, 12 Tithebarn Street, Liverpool L2 2DT
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH

**UNITED WAY
TRUSTEES REPORT AND STATEMENT OF TRUSTEES' RESPONSIBILITY FOR THE YEAR
ENDED 31ST DECEMBER 2022**

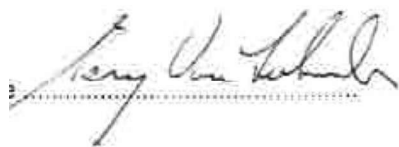
The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material 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 to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. It is 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.

Approved by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Peter Badenhuisen
Trustee - Treasurer

Dated: 10 October 2023

Opinion

We have audited the financial statements of United Way (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including taxation legislation and data protection, anti-bribery, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



BWM

.....23.10.2023.....

Chartered Accountants

Statutory Auditor

Tempest Suite 5.1
12 Tithebarn Street
Liverpool
L2 2DT

BWM is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2022

	Notes	Year to 31 st December 2022			Year to 31 st December 2021
		Unrestricted Funds £	Restricted Funds £	Total £	£
Income from:					
Donations and legacies	3	327,347	65,872	393,219	270,204
Charitable activities	4	62,357	235,538	297,895	248,883
		-----	-----	-----	-----
Total		389,704	301,410	691,114	519,087
		-----	-----	-----	-----
Expenditure on:					
Charitable activities	5	488,717	132,319	621,036	353,678
		-----	-----	-----	-----
Total		488,717	132,319	621,036	353,678
		-----	-----	-----	-----
Net (expenditure)/income / Net movement in funds before transfers between funds		(99,013)	169,091	70,078	165,409
Transfer between funds	10,11	6,538	(6,538)	-	-
		-----	-----	-----	-----
Net income / Net movement in funds after transfers between funds		(92,475)	162,553	70,078	165,409
Reconciliation of funds:					
Total funds brought forward	10,11	346,692	214,776	561,468	396,059
		-----	-----	-----	-----
Total funds carried forward	9-11	254,217	377,329	631,546	561,468
		=====	=====	=====	=====

The notes on pages 18 to 29 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

		<u>Year to 31st December 2021</u>		
	Notes	Unrestricted Funds £	Restricted Funds £	Total £
Income from:				
Donations and legacies	3	180,025	90,179	270,204
Charitable activities	4	127,076	121,807	248,883
		-----	-----	-----
Total		307,101	211,986	519,087
		-----	-----	-----
Expenditure on:				
Charitable activities	5	188,926	164,752	353,678
		-----	-----	-----
Total		188,926	164,752	353,678
		-----	-----	-----
Net (expenditure)/income / Net movement in funds before transfers between funds		118,175	47,234	165,409
Transfer between funds	10,11	19,980	(19,980)	-
		-----	-----	-----
Net income / Net movement in funds after transfers between funds		138,155	27,254	165,409
Reconciliation of funds:				
Total funds brought forward	10,11	208,537	187,522	396,059
		-----	-----	-----
Total funds carried forward	9-11	346,692	214,776	561,468
		=====	=====	=====

UNITED WAY

BALANCE SHEET AS AT 31ST DECEMBER 2022

	Note	31 st December 2022		31 st December 2021	
		£	£	£	£
Fixed assets:					
Intangible assets	6		22,402		-
Tangible assets			2,660		4,870
Current assets:					
Debtors	7	203,063		120,629	
Cash at bank		456,275		484,971	
		-----		-----	
Total current assets		659,338		605,600	
Liabilities:					
Creditors: amounts falling due within one year	8	(52,854)		(49,002)	
		-----		-----	
Net current assets			606,484		556,598
			-----		-----
Net Assets			631,546		561,468
			=====		=====
			£		£
The funds of the charity:					
Unrestricted funds	9,11	254,217		346,692	
Restricted funds	9,10	377,329		214,776	
		-----		-----	
Total charity funds		631,546		561,468	
			=====		=====

Approved and authorised for issue by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Peter Badenhuiizen
Trustee - Treasurer

Dated: 10 October 2023

UNITED WAY

STATEMENT OF CASH FLOW FOR THE YEAR 31ST DECEMBER 2022

	Note	31 st December 2022		31 st December 2021	
		£	£	£	£
Cash flows from operating activities					
Cash (used)/generated from operations	12		(5,320)		59,772
Investing activities					
Purchase of intangible fixed assets		(23,376)		-	
Purchase of tangible fixed assets		-		(3,721)	
Interest received					
		-----		-----	
Net cash generated from/ (used) in investing activities			(23,376)		(3,721)
Net cash generated from financing activities			-		-
			-----		-----
Net increase/(Decrease) in cash and cash equivalents			(28,696)		56,051
Cash and cash equivalents at beginning of year			484,971		428,920
			-----		-----
Cash and cash equivalents at end of year			456,275		484,971
			=====		=====

Represented by:

	31 st December 2022		31 st December 2021	
	£	£	£	£
Cash at bank		456,255		484,971
		=====		=====

1. ACCOUNTING POLICIES***Basis of Accounting***

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) effective 1st January 2019 and Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

At the time of approving the accounts, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in

the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is depreciated or amortised over its useful economic life on the following basis:

Computer Equipment – 33.33% on straight line

Intangibles – 20% on straight line basis

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

2022	Unrestricted Funds £	Restricted Funds £	2022 Total £
Donations	45,601	65,872	111,473
Donations in kind	197,000		197,000
Grants: Costco	84,746	-	84,746
	-----	-----	-----
	327,347	65,872	393,219
	=====	=====	=====
 2021			
	Unrestricted Funds £	Restricted Funds £	2021 Total £
Donations	107,032	90,179	197,211
Grants: Costco	72,993	-	72,993
	-----	-----	-----
	180,025	90,179	270,204
	=====	=====	=====

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2022 Total	2021 Total
United Way in the UK	£62,357 =====	£235,538 =====	£297,895 =====	£248,883 =====

2021: Restricted funds £121,807, unrestricted funds £127,076.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2022 Total	2021 Total
United Way in the UK	£435,413 =====	£185,623 =====	£621,036 =====	£353,678 =====

a. Analysed as follows:

	2022	2021
	£	£
<i>Direct charitable expenditure:</i>		
Staff costs	250,501	191,448
Promotion and marketing	9,269	14,650
Reading Oasis direct costs	10,694	57,875
Give Local Grants *	46,000	45,000
Other grants	34,344	9,045
Equipment Donation	37,000	-
Project delivery costs	37,909	17,441
United Way dues	5,012	(9)
Fundraising development	168	168
Travel & subsistence	1,938	534
Gift aid charges	487	1,122
Bank charges and interest	2,091	202
Miscellaneous	-	149
	-----	-----
	435,413	337,625
	-----	-----

Support and governance costs:

Office costs	15,448	7,528
Rent	160,000	-
Recruitment	275	225
Financial administration	6,600	5,000
Audit	3,300	3,300
	-----	-----
	185,623	16,053
	-----	-----
	621,036	353,678
	=====	=====

2021: Restricted funds £164,752, unrestricted funds £188,926

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2021: £nil)

	2022	2021
	£	£
b. Analysis of staff costs:		
Salaries	221,575	171,690
Social security	18,742	12,309
Pension	10,184	7,449
	-----	-----
	250,501	191,448
	=====	=====

c. Particulars of employees:

The average number of employees during the year was as follows:

	2022	2021
Charitable activities	6.25	5
	=====	=====

This equated to 6.25 full time equivalent staff (2021: 5).

1 employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2022	No. Employees 2021
£80,000 – £89,999	1	-
£70,000 - £79,999	-	1

The trustees are not remunerated for their services and are not included in the above number of employees.

- d. During the year the following grants to organisations were made:

Organisations	£
After18	1,500
Angels of Hope for Women	1,500
Cianna's Smile	1,500
Common Wheel	1,500
Croydon Youth Theatre Organisation	1,500
Fife Centre for Equalities	1,000
Fox Amateur Boxing Club	1,500
Get Set 4 Tennis CIC	1,500
Global Education Derby	1,500
Hope Community Project (Wolverhampton)	1,500
Leeds Baby Bank	1,500
Leith Community Archers	1,500
Mustard Seed Autism Trust	1,500
Oliver Tree Cancer Support	1,000
PACE Charitable Trust	1,500
Platform for Life	1,500
Riana Development Network	1,500
SAGE Greenfingers (Support Arts Gardening Education)	1,500
SensationALL	1,500
Southampton Childrens Play Association	1,500
Stand-by-me Bereavement Support	1,500
Streetlight UK	1,000
Surplus to Supper Trust CIO	1,500
The Lewis Foundation	3,000
The Mentor Ring	1,500
The Muirhead Outreach Project	1,000
Thurrock Play Network	1,500
Tiny Tims Childrens Centre	1,500
Waltham Forest Disability Resource Centre	1,500
West Everton Community Council	1,500
Wicked Weather Watch	1,500

Total grants	46,000
	=====

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total £
Cost		
Balance at 1 st January 2022	7,874	7,874
Additions in the year	-	-
	-----	-----
Balance at 31 st December 2022	7,874	7,874
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2022	3,004	3,004
Charge for the year	2,210	2,210
	-----	-----
Balance at 31 st December 2022	5,214	5,214
	-----	-----
Net Book Value at 31st December 2022	2,660	2,660
	=====	=====
Net Book Value at 31 st December 2021	4,870	4,870
	=====	=====

All fixed assets are used in furtherance of the organisation's charitable objectives.

INTANGIBLE FIXED ASSETS

	Website Development £	Total £
Cost		
Balance at 1 st January 2022	-	-
Additions in the year	23,376	23,376
	-----	-----
Balance at 31 st December 2022	23,376	23,376
	-----	-----
Accumulated Amortisation		
Balance at 1 st January 2022	-	-
Charge for the year	974	974
	-----	-----
Balance at 31 st December 2022	974	974
	-----	-----
Net Book Value at 31st December 2022	22,402	22,402
	=====	=====
Net Book Value at 31 st December 2021	-	-
	=====	=====

7. DEBTORS

	2022	2021
	£	£
Prepayments	3,960	360
Other debtors	199,103	120,269
	-----	-----
	203,063	120,629
	=====	=====

8. CREDITORS

	2022	2021
	£	£
Other creditors	35,639	33,859
Accruals	17,215	15,143
	-----	-----
	52,854	49,002
	=====	=====

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2022	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2022 £
Unrestricted funds	25,062	248,618	(19,463)	254,217
	-----	-----	-----	-----
Restricted funds:				
Reading Oasis	-	29,225	-	29,225
Local Giving	-	5,704	-	5,704
Give Local (Costco)	-	106,475	4,467	110,942
John Deere	-	6,333	37,000	43,333
Lenovo Month of Service	-	(5,471)	13,739	8,268
Campaigns	-	983	-	983
Cellnex	-	18,899	63,656	82,555
Estee Lauder RO	-	-	6,000	6,000
Schools				
Pitney Bowes	-	1,952	1,810	3,762
ISOC-UW Netherlands	-	43,557	43,000	86,557
Joining Forces				
	-----	-----	-----	-----
	-	207,657	169,672	377,329
	-----	-----	-----	-----
	25,062	456,275	150,209	631,546
	=====	=====	=====	=====

2021	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2021 £
Unrestricted funds	4,870	305,443	36,379	346,692
Restricted funds:				
Reading Oasis	-	37,206	-	37,206
Local Giving	-	5,300	-	5,300
Give Local (Costco)	-	92,114	-	92,114
AMEX	-	3,600	-	3,600
Principal Foundation	-	-	13,500	13,500
John Deere	-	9,836	-	9,836
3M GoSTEM	-	24,289	-	24,289
Covid Response	-	600	-	600
Lenovo Month of Service	-	6,283	-	6,283
Campaigns	-	300	-	300
Cellnex	-	-	21,748	21,748
	-	179,528	35,248	214,776
	4,870	484,971	71,627	561,468

10. RESTRICTED FUNDS

2022	Opening Balance £	Income £	Expenditure £	Transfers between Funds £	Closing Balance £
Reading Oasis	37,206	-	(7,981)	-	29,225
Local Giving	5,300	4,404	(4,000)	-	5,704
Give Local (Costco)	92,114	60,828	(42,000)	-	110,942
AMEX	3,600	(994)	(2,606)	-	-
Principal Foundation	13,500	-	(13,500)	-	-
John Deere	9,835	57,817	(24,319)	-	43,333
Covid Response	600	-	(341)	(259)	-
Lenovo Month of Service	6,284	16,194	(14,210)	-	8,268
3M GoSTEM	24,289	-	(18,009)	(6,280)	-
Cellnex	21,748	63,656	(2,849)	-	82,555
Campaigns	300	1,350	(667)	-	983
Estee Lauder RO	-	6,000	-	-	6,000
Schools					
Pitney Bowes	-	5,399	(1,637)	-	3,762
ISOC-UW	-	86,756	(199)	-	86,557
Netherlands Joining Forces					
	214,776	301,410	(132,318)	(6,539)	377,329

2021	Opening Balance	Income	Expenditure	Transfers between Funds	Closing Balance
	£	£	£	£	£
Reading Oasis	67,883	8,720	(25,198)	(14,199)	37,206
Local Giving	2,764	5,300	-	(2,764)	5,300
Give Local (Costco)	80,787	56,395	(45,068)	-	92,114
AMEX	17,162	28,084	(41,646)	-	3,600
Principal Foundation	-	13,500	-	-	13,500
John Deere	6,851	20,252	(17,268)	-	9,835
Lenovo - Digital Future	3,478	11,900	(15,100)	(278)	-
Covid Response	8,266	-	(4,927)	(2,739)	600
Lenovo Month of Service	331	14,318	(8,365)	-	6,284
3M GoSTEM	-	24,304	(15)	-	24,289
Cellnex	-	21,748	-	-	21,748
Campaigns	-	7,465	(7,165)	-	300
	187,522	211,986	164,752	(19,980)	214,776
	=====	=====	=====	=====	=====

AMEX - funding received from American Express to fund Reading Oases in a number of schools.

Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.

Cellnex - Funding received to support the Youth Challenge Programme, aimed to inspire young people to follow a career in STEM and the Telecomms industry.

Covid Response - Funding received in support of local, grassroots charities and communities impacted by the socio-economic crisis generated by the COVID-19 pandemic.

Estee Lauder RO Schools – Funding received in support of Reading Oasis Programme

Give Local (Costco) - Payroll giving monies from Costco to fund Give Local grants.

ISOC-UW Netherlands Joining Forces - Funding received in support of Joining Forces Programme

John Deere - monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

Local Giving (Leicester) - payroll giving monies to be used in the local area.

Lenovo - Digital Future - Programme centred on supporting disadvantaged youth from the Glasgow area to gain digital and job readiness skills.

Lenovo Month of Service - in support of Global Month of Service Project in Basingstoke and Glasgow.

3M GoStem- Funds were used to advance equity in youth access to STEM education and career opportunities by providing young people with insight and knowledge on the STEM

sector and supporting them to develop social skills and job readiness skills, inspiring them to follow an academic and/or professional career in STEM.

Pitney Bowes - Funding received in support of Christmas “making something that matters” initiative and corporate volunteering opportunities

Principal Foundation - funding received to assist in promoting employability and financial literacy among disadvantaged youth in London.

Reading Oasis - funds given to develop and launch ‘United Way Reading Oasis’.

Transfers between funds - monies transferred from restricted funds to cover project management and staff costs specific to each fund’s budget.

11. UNRESTRICTED FUNDS

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity’s purposes.

12. CASH GENERATED FROM OPERATIONS

	2022 £	2021 £
Surplus for the year	70,078	165,409
Adjustments for:		
Depreciation and Amortisation	3,184	1,589
Movements in working capital:		
Increase in debtors	(82,434)	(101,058)
Increase/(Decrease) in creditors	3,852	(6,168)
	-----	-----
Cash (used in)/generated from operations	(5,320)	59,772
	=====	=====

13. RELATED PARTIES

Sue Knowles is a trustee of United Way and is also Marketing and Administrator Director at Costco. In the year Costco made a grant of £84,746 (2021: £72,993) to United Way. Sue supported the submission of United Way UK’s application for this grant but was not part of the decision making on grants. She derives no benefit from United Way in return.

William O’Dowd is a trustee of United Way and has made a non-recourse loan of USD\$20,000 equating to £16,592. Interest is chargeable at 1% interest which is less than market rate.

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2022	2021
	£	£
Aggregate compensation	150,314	124,921
	=====	=====

14. LIMITED LIABILITY OF MEMBERS

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

UNITED WAY

England & Wales - Charity number 1153509

Accounts

UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2021

CHARITY NUMBER: 1153509

The Trustees present their report and financial statements, for the year ended 31st December 2021, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011 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 (FRS102) (effective 1st January 2019).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- (1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.
- (2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

2021 was a year of significant growth for United Way UK. In 2020 we received emergency grants to deliver covid-19 support, increasing our revenue by 54%, and this new income level was maintained in 2021 even though these covid grants were not repeated, delivering a compound growth rate in 2021 of 15% against 9% in 2020.

This growth in income is reflected in a 9% growth in impact with almost 17,000 individuals supported in 2021 against 15,600 in 2020, and an overall total of more than 108,000 people supported by the end of 2021 since our 2014 launch.

Additionally a trend towards more strategic programmes continued in 2021. We developed increasing numbers of intermediate and specialist interventions, with the individuals we support being engaged over longer periods of time at a more in-depth level. By contrast more of our interventions in earlier years have been one-off, brief interventions.

Our prudent approach to finance has continued. We have made consistent efforts to keep our running costs down and applied a full cost recovery methodology to all project proposals. In this way we have been able to maintain our reserves policy of 9 months' coverage ratio at all times.

We continued working to diversify our revenue base. COVID prevented us holding a Reading Oasis fundraising event in 2021 which reduced income for the programme significantly. As mentioned, COVID grants received in 2020 were also absent in 2021. However youth programmes increased significantly; volunteering increased also – we are very proud of this progress given most of 2021's operations were conducted under COVID restrictions.

A major advance during the year was securing donations from 100% of our Board of Trustees during the Live United campaign in the summer. This is unprecedented for the charity and we are very proud of the achievement and grateful to our trustees for their commitment and support. Approx £90,000 was raised by Board trustees. We secured matched funding from trustee Bill O'Dowd, and from major donors Laura Khouri and Mike Hayde. Importantly, these donations were allocated to unrestricted funds for organisation development including project staffing.

Income split across programmes 2021 and 2020:

Revenue Source	Percentage 2021	Percentage 2020
Costco	36%	35%
Reading Oasis	7%	18%
Volunteering	9%	7%
Youth Programmes	21%	3%
COVID	1%	35%
Unrestricted income	22%	18%
Kickstart Government Intern Programme	4%	N/A

The following summary outlines the performance and achievements of our four main programmes in 2021: **Give Local**, **Reading Oasis**, **Volunteerism** and **Youth**.

Our partnership with Costco achieved further growth through the **Give Local programme**:

- Payroll giving donations at Costco increased by 9%
- Community impact value at Costco increased from £30,000 to £45,000:

- in previous years £1,000 was granted to 30 small charities in the communities where Costco staff live, work and raise their families; in 2021 this increased to £1,500 per grant across the UK to reflect increasing strain on vulnerable communities who have been hit hardest by economic uncertainty
- Quotes from local charities in receipt of Give Local grants in 2021:
 - *"Funding in a time of huge uncertainty and upheaval has been a complete blessing. It has enabled us to continue to survive and thrive, thank you!" (Ablaze Bristol)*
 - *"The schools that we were able to help via the Give Local grant were incredibly grateful for the books and resources. One school had explained how the school is located in a deprived area with a large proportion of the children being from Minority Ethnic backgrounds. The children, being the beneficiaries, will be able to learn about racism and antiracism from age 4 and enjoy reading books that contain main characters of Colour. This will help the Children of Colour in these classrooms feel better represented and included within their learning environment." (Dive In Education)*
 - *"A grant of this size from United Way is hugely valuable to an organisation of our size and scope. We can do a lot with that money, and it provides us with the flex to be able to be responsive to the needs of our young people." (Minerva Arts)*

Activity around developing the programme has yielded results with 1 new payroll giving partnership (ITW) launching during 2021 and another 2 (Hudl and NSF) planned to launch early in 2022. This is a significant achievement because it indicates a wider and growing appetite for our award winning Give Local programme based on a payroll giving model.

United Way UK's **Volunteerism** programmes also achieved growth in 2021.

In-person services resumed to a degree in 2021, but given the unpredictable nature of covid restrictions during the year, we continued to develop new and existing remote projects around volunteering.

We launched our online Let's Read initiative and increased online youth workshops as a way to reach more young people across the UK.

Volunteering

A total of 354 volunteers took place in volunteering programmes at UWUK during the year.

Volunteering Projects	2020	%	2021	%
in person volunteers	223		173	
remote volunteers	131		58	

Reading Oasis

in person volunteers	17	0
remote volunteers	0	34

Youth Opportunities

in person volunteers	0	4
remote volunteers	0	85

Volunteers across programmes

Total in person volunteers	240	65%	177	50%
Total remote volunteers	131	35%	177	50%
Total	371		354	

In 2021, the number of corporate partners donating staff time and skills in support of UWUK programmes increased to 12 (from 8 in 2020).

Total volunteering hours donated in 2021 was 1,437 (1,213 in 2020) at an estimated value to the community of £60,000 - 70,000.

Reading Oasis

Reading Oasis reached Scotland and Wales in 2021 in a significant development, and 11 libraries were installed in total during the year, an achievement of which we are very proud given COVID restrictions and hesitancy to return to normal activities remained in place for a large part of the year.

More than 12,000 books were distributed to the 11 schools with more than 3,200 children benefiting. Additionally, to support education for children we developed a new initiative, Let's Read with Estee Lauder and Amex, where volunteers recorded videos of themselves reading aloud from books distributed throughout the Reading Oasis network.

UWUK has now supported almost 16,000 children with libraries installed in 47 schools by the end of the year.

Youth

Our Youth offering has grown considerably, from 3% of income in 2020 to 21% in 2021. Of the 614 young people supported by a wide range of programmes, 151 managed to secure employment, an achievement of which we are extremely proud.

Internally the charity supported 4 interns from the government's Kickstart programme, one of whom we were able to take on as a full time staff member once the placement had concluded.

COVID-19 Safety

United Way UK prioritises the safety and wellbeing of staff as they were required to work from home until further notice as of 16th March 2020. Staff worked from home throughout 2021 in line with

government guidance where appropriate and to support safety while we waited for everyone to become vaccinated.

All business was successfully conducted via Zoom and Slack, our virtual office platforms, to ensure professionalism and efficiency. The CEO monitored the situation and advised staff regularly, through weekly video team meetings.

Close observation was kept on individual employees' working conditions to ensure all employees were supported and had all the equipment they needed. The team remained effective and sustained the growth from 2020 without the high proportion of COVID grants received that year, while continuing to work from home offices.

In terms of communication, United Way UK continued to consult with stakeholders and keep them updated including:

- providing clear instructions and reassurance around United Way UK's actions to keep everyone safe
- having messaging ready for all scenarios – eg postponement and cancellation of events
- where appropriate, offering alternative ways for participants to support the community and participate in response initiatives

In terms of continuity, United Way UK:

- ensured continuity of existing programmes by adaptation and relationship management
- developed new partnerships
- engaged in business continuity planning where appropriate
- engaged in risk management using United Way Worldwide tools
- developed a new strategic plan for 2022-24

FINANCIAL REVIEW

Income totalling £519,087 (2020: £518,384) was received in the year, of which £270,204 was by way of donation (2020: £253,904). Expenditure for the year totalled £353,678 (2020: £424,714) all of which was spent on charitable activities. At 31st December 2021 the charity's reserves stood at £561,468 (2020: £396,059) with £214,776 being restricted funds (2020: £187,522).

Risk Management:

The charity reviewed risk during 2021, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.
2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to

deliver. All new proposals and projects are costed with a consideration of additional resources needed and in 2022 we will begin the process of forming a dedicated freelance team.

3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We are working to our action plan on this, developing new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

Reserves Policy:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 9 months' average expenditure in the current year, increasing the previous coverage ratio of 6 months, in order to ensure our ability to deliver under current economic uncertainties.

At the year end the organisation held unrestricted reserves of £346,692 (2020: £208,537) this is approximately 22 months' (2020: 13.5 months') average expenditure. The current 9 months' average desired level is approximately £141,695 (2020: £139,775 the remaining £204,997 (2020: £68,762) is being held to finance future projects.

Plans for the Future:

We are proud of the growth we have sustained in 2021, but are looking to the future and how to build on this.

In 2021 we developed a strategic plan supported by a strategic workforce plan for 2022-24.

Our strategic plan was developed in partnership with the Q5 pop-up pro bono consultancy through workshops held with a range of stakeholders in August and September and highlights 6 strategic priorities for 2022-24 agreed by the Board in September 2021. The first 3 priorities are the 'how' and priorities 4-6 are the 'what':

- 1. Leverage global corporate partner relationships to extend these partnerships to the UK**

Capitalising on successful relationships in the global organisation

- 2. Raise our profile**

Positioning the organisation strategically and messaging effectively will lead to clear and compelling impact stories and increased funding and impact.

- 3. Improve evaluation and monitoring systems**

A key goal is to tell clear and compelling stories about our work to increase funding and impact. In order to do this we need to improve our impact measurement processes, systems and capability alongside building marketing capability as described in key priority 5.

4. Grow Reading Oasis

We know that reading for pleasure is a key indicator for life success, but that disadvantaged children are the most likely to be excluded from this opportunity. Also that many children have missed vital educational stages as a result of lockdowns, and this is worse for disadvantaged children. So Reading Oasis is a key intervention for this particular community issue. We have built experience, expertise and key networks and relationships with the programme, and according to our research and knowledge through our relationships with Book Trust, National Literacy Trust, and Scholastic we are the only UK charity providing this intervention on an ongoing basis on a national scale. So far we have installed 47 libraries in UK schools.

5. Grow Give Local

This is a tried and tested, successful flagship programme which can be replicated easily given the expertise, resources and experience we have developed.

6. Grow Corporate Volunteering

This is a significant growth area and key entry point to new strategic relationships. Since launching the initiative in 2017 our partner base has grown from 2 to 12 and we are receiving new requests regularly. Lenovo is an excellent case in point. We began the relationship in 2017 with annual volunteering experiences for employees. We have delivered successful programmes each year and listened to the partner to understand their goals. A more strategic partnership resulted in 2019 through the Glasgow office with a \$20,000 youth programme. Currently we have the opportunity to work with Lenovo on a £1M partnership blending in-kind community support with grant-making

We worked with a marketing agency, Still Curious, to develop a comprehensive marketing strategy including brand strategy and communications plan, in order that we can capitalise on the growth of the last 2 years, and increase support for our work thereby boosting our strategic plan.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations.

All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

Management and Delegation:

The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:

United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

Verifies the use and the impact of resources invested in the community system citizenship: Provide financial and other resources to support capacity building and the network

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number: 1153509

Principal Office:

151 Dale Street, Liverpool, L2 2AH

Trustees:

The trustees who served during the year are as follows:

Chair	Mr. Gary von Lehmden
Secretary	Mr. Ian Yates
Treasurer	Mr. Peter Badenhuisen
Trustees	Ms Lailany Sierra Mr. William O'Dowd Mr. Steve Pappas Ms Kathryn Pretzel-Shiels (Resigned in June 2021) Mr. Neil Maffey Mr. Nailesh Rambhal Mr. Francesco Vanni D'Archirafi (appointed September 2021) Ms. Sue Knowles (appointed April 2021)

Chief Executive: Ms. Jane Hudson-Jones

Professional Advisers:

Auditors	BWM Tempest, Suite 5.1, 12 Tithebarn Street, Liverpool L2 2DT
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH

UNITED WAY STATEMENT OF TRUSTEES' RESPONSIBILITY

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material 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 to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. It is 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.

Approved by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Peter Badenhuisen
Trustee - Treasurer

Dated: 12 September 2022

Opinion

We have audited the financial statements of United Way (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including taxation legislation and data protection, anti-bribery, employment and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

UNITED WAY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF UNITED WAY

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



BWM

.....23.10.2023.....

Chartered Accountants

Statutory Auditor

Tempest Suite 5.1
12 Tithebarn Street
Liverpool
L2 2DT

BWM is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

	Notes	Year to 31 st December 2021			Year to 31 st December 2020
		Unrestricted Funds £	Restricted Funds £	Total £	£
Income from:					
Donations and legacies	3	180,025	90,179	270,204	253,904
Charitable activities	4	127,076	121,807	248,883	264,480
		-----	-----	-----	-----
Total		307,101	211,986	519,087	518,384
		-----	-----	-----	-----
Expenditure on:					
Charitable activities	5	188,926	164,752	353,678	424,714
		-----	-----	-----	-----
Total		188,926	164,752	353,678	424,714
		-----	-----	-----	-----
Net (expenditure)/income / Net movement in funds before transfers between funds		118,175	47,234	165,409	93,670
Transfer between funds	10,11	19,980	(19,980)	-	-
		-----	-----	-----	-----
Net income / Net movement in funds after transfers between funds		138,155	27,254	165,409	93,670
Reconciliation of funds:					
Total funds brought forward	10,11	208,537	187,522	396,059	302,389
		-----	-----	-----	-----
Total funds carried forward	9-11	346,692	214,776	561,468	396,059
		=====	=====	=====	=====

The notes on pages 20 to 30 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

Year to 31st December 2020				
	Notes	Unrestricted Funds £	Restricted Funds £	Total £
Income from:				
Donations and legacies	3	117,216	136,688	253,904
Charitable activities	4	68,850	195,630	264,480
		-----	-----	-----
Total		186,066	332,318	518,384
		-----	-----	-----
Expenditure on:				
Charitable activities	5	186,367	238,347	424,714
		-----	-----	-----
Total		186,367	238,347	424,714
		-----	-----	-----
Net (expenditure)/income / Net movement in funds before transfers between funds		(301)	93,971	93,670
Transfer between funds	10,11	64,736	(64,736)	-
		-----	-----	-----
Net income / Net movement in funds after transfers between funds		64,435	29,235	93,670
Reconciliation of funds:				
Total funds brought forward	10,11	144,102	158,287	302,389
		-----	-----	-----
Total funds carried forward	9-11	208,537	187,522	396,059
		=====	=====	=====

UNITED WAY

BALANCE SHEET AS AT 31ST DECEMBER 2021

	Note	31 st December 2021	31 st December 2020
		£	£
Fixed assets:			
Tangible assets	6	4,870	2,738
Current assets:			
Debtors	7	120,629	19,571
Cash at bank		484,971	428,920
Total current assets		605,600	448,491
Liabilities:			
Creditors: amounts falling due within one year	8	(49,002)	(55,170)
Net current assets		556,598	393,321
Net Assets		561,468	396,059
		=====	=====
		£	£
The funds of the charity:			
Unrestricted funds	9,11	346,692	208,537
Restricted funds	9,10	214,776	187,522
Total charity funds		561,468	396,059
		=====	=====

Approved and authorised for issue by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Peter Badenhuisen
Trustee - Treasurer

Dated: 12 September 2022

UNITED WAY

STATEMENT OF CASH FLOW FOR THE YEAR 31ST DECEMBER 2021

	Note	31 st December 2021		31 st December 2020	
		£	£	£	£
Cash flows from operating activities					
Cash (used)/generated from operations	12		59,772		64,710
Investing activities					
Purchase of intangible fixed assets		-		-	
Purchase of tangible fixed assets		(3,721)		(2,909)	
Interest received					
		-----		-----	
Net cash generated from/ (used) in investing activities			(3,721)		(2,909)
Net cash generated from financing activities			-		-
			-----		-----
Net increase/(Decrease) in cash and cash equivalents			56,051		61,801
Cash and cash equivalents at beginning of year			428,920		367,119
			-----		-----
Cash and cash equivalents at end of year			484,971		428,920
			=====		=====

Represented by:

	31 st December 2021		31 st December 2020	
	£	£	£	£
Cash at bank		484,971		428,920
		=====		=====

1. ACCOUNTING POLICIES***Basis of Accounting***

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) (effective 1st January 2019 and Charities Act 2011).

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

At the time of approving the accounts, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is written off over its useful economic life on the following basis:

Computer Equipment – at the rate of 3 years straight line

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

2021	Unrestricted Funds £	Restricted Funds £	2021 Total £
Donations	107,032	90,179	197,211
Grants:			
Costco	72,993	-	72,993
	-----	-----	-----
	180,025	90,179	270,204
	=====	=====	=====
 2020			
	Unrestricted Funds £	Restricted Funds £	2020 Total £
Donations	38,476	136,688	175,164
Grants:			
Costco	78,740	-	78,740
	-----	-----	-----
	117,216	136,688	253,904
	=====	=====	=====

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2021 Total	2020 Total
United Way in the UK	£127,076 =====	£121,807 =====	£248,883 =====	£264,480 =====

2020: Restricted funds £195,630, unrestricted funds £68,850.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2021 Total	2020 Total
United Way in the UK	£337,625 =====	£16,053 =====	£353,678 =====	£424,714 =====

	2021	2020
a. Analysed as follows:	£	£
<i>Direct charitable expenditure:</i>		
Staff costs	191,448	164,577
Promotion and marketing	14,650	847
Reading Oasis direct costs	57,875	50,948
Give Local Grants *	45,000	45,000
Other grants *	9,045	128,490
Project delivery costs	17,441	10,821
United Way dues	(9)	3,994
Fundraising development	168	6,271
Travel & subsistence	534	513
Gift aid charges	1,122	1,995
Bank charges and interest	202	561
Miscellaneous	149	168
	-----	-----
	337,625	414,185
	-----	-----

Support and governance costs:

Office costs	7,528	3,818
Recruitment	225	225
Volunteer expenses	-	40
Financial administration	5,000	5,000
Independent examination	-	1,446
Audit	3,300	-
	-----	-----
	16,053	10,529
	-----	-----
	353,678	424,714
	=====	=====

2020: Restricted funds £238,347, unrestricted funds £186,367

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2020: £nil)

	2021	2020
	£	£
b. Analysis of staff costs:		
Salaries	171,690	145,740
Social security	12,309	11,469
Pension	7,449	7,368
	-----	-----
	191,448	164,577
	=====	=====

c. Particulars of employees:

The average number of employees during the year was as follows:

	2021	2020
Charitable activities	5	4.3
	=====	=====

This equated to 4 full time equivalent staff (2020: 3.6).

1 employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2021	No. Employees 2020
£70,000 - £79,999	1	1

The trustees are not remunerated for their services and are not included in the above number of employees.

- d. During the year the following grants to organisations were made:

Organisations	£
Ablaze Bristol	1500
Absafe SCIO	1500
DIAL South Essex	1500
Dive In Education	1500
Douglas Drive Senior Citizens association	1500
Give a dog a bone...and an animal a home	1500
Grow	1500
Headway Thames Valley	1500
Herts Young Homeless	95
Home- Start Watford and Three Rivers	1500
Impact Arts DF Prog. Grant	1100
Indian Senior Citizens Centre Manchester	1500
Ka Kits Academy CIC	1500
Leeds Baby Bank	1500
Leicestershire Leicester and Rutland Headway	1500
Making Music	1500
Minerva Arts	1500
New Beginnings	200
New Hope Global	1500
New Leaf (Derbyshire CIC)	1500
PACE Charitable Trust	1500
Riana Development Network	1500
Simpsons Special Care Babies	1500
South Chingford Community Library	1500
Southampton Children's Play Association	1500
Sports4Health CIC	1500
Stepping Stones DS	1500
Surplus to Supper	1500
Teardrops supporting your community	1500
The KAYAKS	1500
The Lewis Foundation	1500
Think Forward	7650
Tiny Tims Childrens Centre	1500
West Everton Community council	1500
Total grants	54,045

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total £
Cost		
Balance at 1 st January 2021	4,152	4,152
Additions in the year	3,722	3,722
	-----	-----
Balance at 31 st December 2021	7,874	7,874
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2021	1,414	1,414
Charge for the year	1,590	1,590
	-----	-----
Balance at 31 st December 2021	3,004	3,004
	-----	-----
Net Book Value at 31st December 2021	4,870	4,870
	=====	=====
Net Book Value at 31 st December 2020	2,738	2,738
	=====	=====

All fixed assets are used in furtherance of the organisation's charitable objectives.

7. DEBTORS

	2021 £	2020 £
Prepayments	360	360
Other debtors	120,269	19,211
	-----	-----
	120,629	19,571
	=====	=====

8. CREDITORS

	2021 £	2020 £
Other creditors	33,859	36,708
Accruals	15,143	18,462
	-----	-----
	49,002	55,170
	=====	=====

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2021

	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2021 £
Unrestricted funds	4,870	305,443	36,379	346,692
Restricted funds:				
Reading Oasis	-	37,206	-	37,206
Local Giving	-	5,300	-	5,300
Give Local (Costco)	-	92,114	-	92,114
AMEX	-	3,600	-	3,600
Principal Foundation	-	-	13,500	13,500
John Deere	-	9,836	-	9,836
3M GoSTEM	-	24,289	-	24,289
Covid Response	-	600	-	600
Lenovo Month of Service	-	6,283	-	6,283
Campaigns	-	300	-	300
Cellnex	-	-	21,748	21,748
	-	179,528	35,248	214,776
	4,870	484,971	71,627	561,468

2020

	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2020 £
Unrestricted funds	2,738	237,712	(31,913)	208,537
Restricted funds:				
Reading Oasis	-	66,961	922	67,883
Local Giving (Leicester)	-	2,764	-	2,764
Give Local (Costco)	-	83,787	(3,000)	80,787
AMEX	-	17,162	-	17,162
Principal Foundation	-	4,740	(4,740)	-
John Deere	-	6,851	-	6,851
Lenovo - Digital Future	-	3,478	-	3,478
Covid Response	-	8,266	-	8,266
Lenovo Month of Service	-	(3,253)	3,584	331
Campaigns	-	452	(452)	-
	-	191,208	(3,686)	187,522
	2,738	428,920	(35,599)	396,059

10. RESTRICTED FUNDS
2021

	Opening Balance	Income	Expenditure	Transfers between Funds	Closing Balance
	£	£	£	£	£
Reading Oasis	67,883	8,720	(25,198)	(14,199)	37,206
Local Giving	2,764	5,300	-	(2,764)	5,300
Give Local (Costco)	80,787	56,395	(45,068)	-	92,114
AMEX	17,162	28,084	(41,646)	-	3,600
Principal Foundation	-	13,500	-	-	13,500
John Deere	6,851	20,252	(17,268)	-	9,835
Lenovo - Digital Future	3,478	11,900	(15,100)	(278)	-
Covid Response	8,266	-	(4,927)	(2,739)	600
Lenovo Month of Service	331	14,318	(8,365)	-	6,284
3M GoSTEM	-	24,304	(15)	-	24,289
Cellnex	-	21,748	-	-	21,748
Campaigns	-	7,465	(7,165)	-	300
	-----	-----	-----	-----	-----
	187,522	211,986	164,752	(19,980)	214,776
	=====	=====	=====	=====	=====

2020

	Opening Balance	Income	Expenditure	Transfer between Funds	Closing Balance
	£	£	£	£	£
Reading Oasis	58,622	74,436	(49,360)	(15,815)	67,883
Local Giving (Leicester)	2,656	108	-	-	2,764
Give Local (Costco)	62,303	63,484	(45,000)	-	80,787
AMEX	29,767	-	(8,605)	(4,000)	17,162
Principal Foundation	4,939	17,948	(19,140)	(3,747)	-
John Deere	-	13,922	(2,853)	(4,218)	6,851
Lenovo - Digital Future	-	14,978	(10,000)	(1,500)	3,478
Covid Response	-	139,723	(98,083)	(33,374)	8,266
Lenovo Month of Service	-	7,374	(4,826)	(2,217)	331
Campaigns	-	345	(480)	135	-
	-----	-----	-----	-----	-----
	158,287	332,318	(238,347)	(64,736)	187,522
	=====	=====	=====	=====	=====

AMEX – funding received from American Express to fund Reading Oases in a number of schools.

Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.

Cellnex - Funding received to support the Youth Challenge Programme, aimed to inspire young people to follow a career in STEM and the Telecomms industry.

Covid Response – Funding received in support of local, grassroots charities and communities impacted by the socio-economic crisis generated by the COVID-19 pandemic.

Give Local (Costco) – Payroll giving monies from Costco to fund Give Local grants.

John Deere – monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

Local Giving (Leicester) - payroll giving monies to be used in the local area.

Lenovo - Digital Future – Programme centred on supporting disadvantaged youth from the Glasgow area to gain digital and job readiness skills.

Lenovo Month of Service – in support of Global Month of Service Project in Basingstoke and Glasgow.

Principal Foundation – funding received to assist in promoting employability and financial literacy among disadvantaged youth in London.

Reading Oasis - funds given to develop and launch 'United Way Reading Oasis'.

Transfers between funds – monies transferred from restricted funds to cover project management and staff costs specific to each fund's budget.

11. UNRESTRICTED FUNDS

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity's purposes.

12. CASH GENERATED FROM OPERATIONS

	2021 £	2020 £
Surplus for the year	165,409	93,670
Adjustments for:		
Depreciation	1,589	171
Movements in working capital:		
Increase in debtors	-101,058	-9,852
Increase/(Decrease) in creditors	-6,168	-19,279
	-----	-----
Cash (used in)/generated from operations	59,772	64,710
	=====	=====

13. RELATED PARTIES

Sue Knowles is a trustee of United Way and is also Marketing and Administrator Director at Costco. In the year Costco made a grant of £72,993 (2020: £78,740) to United Way. Sue supported the submission of United Way UK's application for this grant but was not part of the decision making on grants. She derives no benefit from United Way in return.

William O'Dowd is a trustee of United Way and has made a non-recourse loan of USD\$20,000 equating to £15,671. Interest is chargeable at 1% interest which is less than market rate.

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2021	2020
	£	£
Aggregate compensation	124,921	88,904
	=====	=====

14. LIMITED LIABILITY OF MEMBERS

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

UNITED WAY

England & Wales - Charity number 1153509

Accounts

UNITED WAY

ANNUAL REPORT

FOR THE YEAR ENDED 31ST DECEMBER 2020

CHARITY NUMBER: 1153509

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

The Trustees present their report and financial statements, for the year ended 31st December 2020, for the Charitable Incorporated Organisation (CIO). The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities Act 2011 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 (FRS102) (effective 1st January 2016).

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- (1) To promote the efficiency and effectiveness of charities by providing leadership, guidance and support to any charity in the UK working towards or meeting United Way membership standards.
- (2) To promote any charitable purposes and in particular, the advancement of education, the promotion of healthy lives and the support of sustainable income.

Public Benefit:

We are a proud member of the United Way network – the largest privately funded charity in the world. Learning from and sharing networks, expertise and experience with 1,800 United Ways in over 40 countries helps us support corporate partners and communities like no other partner can.

United Way UK is part of an international movement that empowers local communities by connecting them with individuals and organisations that seek purpose and ways to support others. We are a unique and agile platform where community need meets corporate and philanthropic goals. Our work is led by the community, so that all stakeholders can work together, amplifying impact.

We believe United Way UK has a uniquely strategic focus on local community groups within the UK voluntary sector, leveraging global expertise, results and networks to reduce inequalities.

The trustees have given consideration to the Charity Commission's guidance on public benefit.

ACHIEVEMENTS AND PERFORMANCE

In spite of the challenges raised by the COVID crisis, we increased our income by 54% against 2019, with a compound growth rate of 20% since 2018, and our impact in the community (expenditure on charitable activities) by 42% with a compound growth rate of 24%.

We have now supported 91,000 people since launching in 2014, with a compound growth rate of 9% since 2018.

During 2020, the devastating impact of the COVID-19 pandemic on communities, and in particular on disadvantaged communities, became clearer as the economic emergency resulting from sustained lockdown took effect. Equity became an ever-growing issue, with disadvantaged communities suffering the most during the crisis, and many families being pushed into unemployment, poverty and homelessness. It is estimated that the economy, together with the anticipated effects of Brexit, will shrink by 13.3% in 2021. Unemployment is set to increase from 4.8% currently to 7.5% in summer 2021.

In light of this, we worked with our biggest partner Costco to increase community support distributing £45,000 through 30 Give Local grants; an increase of £16,000 on the previous year. We worked with new and existing partners as well as adapting the programme itself to diversify the Give Local brand, increasing the partner base from 1 to 5 and making a further 26 grants during the year, supporting 11,000 children, adults and families in total.

Our programmes also focused on supporting those most affected by the pandemic and in total we supported almost 16,000 individuals across our three pillars. 8,012 individuals were supported through health initiatives, 6,725 through education and 951 through financial support.

Volunteering was significantly affected by social distancing measures in 2020. We adapted our volunteer programme to the remote/virtual context, convening 371 volunteers to support 1,907 individuals through volunteering initiatives. 17 of these volunteers supported new and engaging Reading Oasis developments, in response to the COVID context in education.

Education remained a key priority throughout the year given the strain that was placed on children, parents and schools. We were able to safely install 4 Reading Oasis libraries, with 8,021 books distributed in total across school installations and homes, with another 10 installations planned once restrictions were lifted and this could be safely achieved. (Subsequent to the year end all 10 Reading Oases were completed safely in compliance with COVID restrictions.)

We continued to grow our partner base in 2020, working with a total of 99 partners: 20 corporate, 63 charities and 16 schools. We continued to raise our profile, securing more than 1,200 new payroll giving supporters and completing our first successful digital marketing campaign. We also began developing plans for a comprehensive marketing strategy to be scoped and funded in 2021 and launched in late 2021/early 2022.

In 2020 we continued to build efficiency. We made improvements to our impact measurement, data management and governance systems, establishing Finance and Recruitment Committees. We ended the year with a surplus of £93,670 with approximately 13 months' running costs in unrestricted reserves against our policy of 6 months. The Board has decided to defer reinvestment until the situation is clearer in order that the charity is able to continue current delivery commitments, and make the right decisions in terms of resource allocation.

We are proud of United Way UK's performance in 2020 which, through team effort, supported a successful response to the COVID emergency. Huge thanks are due to our fantastic supporters, partners, trustees and staff for their efforts in United Way UK's achievements this year and we look forward to building on these strong foundations together for an exciting future in 2021 and beyond.

¹ <https://obr.uk/efo/economic-and-fiscal-outlook-march-2020/>

² <https://www.bankofengland.co.uk/-/media/boe/files/speech/2020/the-economy-and-covid-19-looking-back-and-looking-forward-speech-by-michael-saunders.pdf?la=en&hash=028D7A5F3A8D04F69ABC37B71EB5D45CD403881F>

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

READING OASIS

Reading Oasis expanded again in 2020, with a successful fundraising event and a total of 2,288 pupils supported through the delivery of 8,021 books.

During the year, COVID restrictions affected the installation of Reading Oasis libraries. With students studying at home for most of the year, our focus moved to getting books direct to those in need. We adapted to the virtual context with programme innovations, bringing the total number of schools we worked with to 16 during the year.

We partnered with 3M for the first time on Reading Oasis, launching an adaptation of the programme called Reading At Home. This project delivered 1,847 books to 946 students from 4 schools across the UK.

"Thank you to 3M and United Way for their generous donation of books to all the children at Harbinger Primary School. Thanks to their contribution, we continue to foster an excitement and love of reading at school. The children have enjoyed sharing the books at home with their families and have even written reviews about them in school!" Harbinger Primary School

In spite of restrictions we succeeded in safely installing 4 libraries during the year and plan to install a further 10 from existing funds in 2021 when restrictions are lifted.

On 6th February 2020 we hosted a funding and awareness raising event for the Reading Oasis Programme. 80 guests joined us at the Rudolf Steiner concert hall for an evening of music and reading from Gwendolyn Mok and other performers. Guests were joined by pupils and teachers from Nightingale Primary School and Bell Lane Primary School. The evening raised more than £74,000 for the Reading Oasis Programme.



CORPORATE VOLUNTEERING

During 2020 much of our corporate volunteering pivoted to remote opportunities:

- Our volunteers delivered 1,213 hours of community support to more than 2,000 people in need
- A wide range of activities included befriending the elderly, supporting those affected by homelessness, and providing career mentoring for young people
- 808 care packages were delivered including literacy kits for children, emergency kits for the homeless and care packages for domestic violence survivors.

Spotlight on volunteering

John Deere

United Way UK has been working closely with John Deere in Nottingham and alongside two local charity partners, Hope Nottingham and Think Forward to plan and deliver a Day of Caring, creating food parcels, and a Business Mentoring scheme. The need for both projects has increased during

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

the COVID crisis.

Foodbanks have seen a 177% increase in demand in certain areas due to rising food insecurity from school closures, job losses and panic buying. Meanwhile, young people have been learning online with many struggling to access education, resulting in them falling behind in their studies by an estimated 3 months.

An adapted Day of Caring event took place in October to support Hope Nottingham, a network of 15 foodbanks across the city that also provide further financial and social support. 16 John Deere employees volunteered at the event, with a total of 40 hours of volunteering on the day. Volunteers packed 180 food parcels, supporting 420 people across Nottingham.

"I really enjoyed the afternoon, I felt I was giving back to the community."

"My favourite part of the Day of Caring was all of it, the feeling of knowing this will help someone."

John Deere Volunteers



Business Mentoring launched in 2020. United Way UK has partnered with Think Forward to deliver this project alongside John Deere in Nottingham. John Deere employees will be joining their ongoing project as Business Mentors for 2021 and 2022.

YOUTH

Principal Financial Group

The Principal Financial Group and United Way UK partnership was launched in September 2019 to promote employability and financial literacy among disadvantaged youth in London.

During the first year of this 3-year programme, United Way UK identified and made agreements with 3 partner charities with strong local knowledge and intel on youth job readiness. Each of these partner charities, Circle Collective, Spear Harrow and Suited & Booted, has its own youth programme which delivers a different aspect of the United Way-Principal partnership, creating a unique and articulated solution to the need.

During year 1, in which many adaptations were made by all involved, to address COVID restrictions, targets were exceeded:

- 300 young people supported
- 189 young people showed an improvement in their skills and/or confidence
- 130 young people were placed directly in employment
- 91 young people reported an increase in income and/or savings



"It was a struggle to find work; I had just graduated with a degree in Forensic IT but because I had no work experience I was finding it really tough to get a job... I didn't feel like there was any support out there. I met Circle Collective through the Job Centre. I was nervous about joining but when I got there I started to feel at ease. The staff were friendly, and I could see they genuinely wanted to help me. I was quiet and lacking in confidence when I first joined but through the confidence building workshops, group activities and working in the shop talking to customers my self-esteem and confidence really started to grow."

Benga, one of the young people supported by Circle Collective, who is on the autistic spectrum.

COVID-19 Emergency Response:

In 2020, our COVID-19 Response Programme enhanced the work of 26 small, grassroots charities across the UK thanks to the support of Give Local partners, including 3M, Travelers, Cymatics and Toro Company.

Each of the charities in the partnership received a grant to amplify their relief work. Grants ranged from £1,000 to £10,000, which supported a variety of impact areas including food security, disability, mental, health, financial stability, and more.



Bringing together 3M and the charities that received a £10,000 grant through the Give Local COVID-19 Response Programme: Feeding Bristol, Woking Mind and Blooming Blossoms Trust.

COVID-19 Safety

United Way UK prioritises the safety and wellbeing of staff as they were required to work from home until further notice as of 16th March 2020. Staff worked from home throughout the year in line with government guidance.

All meetings were successfully held via a new Zoom package that was set up in March to ensure professional, efficient and effective meeting space. The CEO monitored the situation and advised staff regularly, through weekly video team meetings.

A staff consultation on working conditions was carried out during the summer and a list of equipment needed to ensure safe and efficient home working was developed. The Finance Committee worked with the CEO on the review and the Board approved the purchase of appropriate home offices. This process made the team more effective and the staff team raised the

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

charity's highest income to date in 2020 while working remotely.

In terms of communication, United Way UK continued to consult with stakeholders and keep them updated including:

- providing clear instructions and reassurance around United Way UK's actions to keep everyone safe
- having messaging ready for all scenarios – eg postponement and cancellation of events
- where appropriate, offering alternative ways for participants to support the community and participate in response initiatives

In terms of continuity, United Way UK:

- ensured continuity of existing programmes by adaptation and relationship management
- developed new partnerships in response to the crisis; building the Give Local brand from 1 partner to 5
- engaged in business continuity planning
- engaged in risk management using United Way Worldwide tools
- developed a short term strategic plan for 2021, with long term planning scheduled for Summer 2021

FINANCIAL REVIEW

Income totalling £518,384 (2019: £336,768) was received in the year, of which £253,904 was by way of donation (2019: £155,277). Expenditure for the year totalled £424,714 (2019: £299,296) all of which was spent on charitable activities. At 31st December 2020 the charity's reserves stood at £396,059 (2019: £302,389) with £187,522 being restricted funds (2019: £158,287).

Risk Management:

The charity reviewed risk during 2020, covering the key aspects of our work including finance and reputation. Material risks were identified, reviewed and mitigated by the trustees and this will continue in the year ahead.

The main risks to the charity are:

1. The ability to generate sufficient financial support to maintain operations and achieve charitable aims. This is mitigated by fundraising plans being under constant scrutiny by the board of trustees, many of whom have an experienced commercial background. There is also a shared responsibility to increase profile and funds raised across the staff and trustees.
2. Reputation risk. As new projects and partnerships are established there is a risk that the small team becomes overstretched/overpromises and this damages the reputation of the charity to deliver. All new proposals and projects are costed with a consideration of additional resources needed.
3. Concentration risk. This is a known risk owing to our partnership with Costco being so significant in terms of income spread. We have a detailed action plan in place, supporting the development of new and existing partnerships to diversify income streams and strengthen relationships. The Trustees are satisfied this issue is being addressed.

Reserves Policy:

The trustees aim to maintain a level of reserves to establish a sustainable entity and guard against contingencies. The charity aims to hold reserves amounting to approximately 6 months' average expenditure in the current year.

At the year end the organisation held unrestricted reserves of £208,537 (2019: £144,102) this is approximately 13.5 months' (2019: 9 months') average expenditure. The current 6 months' average desired level is approximately £93,186 (2019: £97,182) the remaining £115,351 (2019: £46,920) is being held to finance future projects.

Plans for the Future:

The community solutions space is where United Way naturally sits, but the entire environment has changed within the COVID context. The socio-economic impact of the pandemic is, to a significant degree, setting our focus, therefore our strategy for 2021 is firmly located within the COVID context. However, given the unpredictability of the situation, the need to build in agility and optionality is stronger than ever. To support this agile approach, targets will need to generate from bottom up (project level), led by community need in line with overarching goals. Key focus areas will be approached from a holistic perspective in order to facilitate optionality overall, but specifically in the context of approaches from funding partners – we will continue our policy of embracing all new funding opportunities that further our mission; this way we optimise our ability to increase reach, awareness, impact and organisation profile.

United Way UK has achieved substantial growth over the past 2 years. This growth is set to continue, though perhaps not in the way we had originally planned. We will continue to listen to those we serve and to our partners, convening solutions that optimise community resilience in these most challenging of times.

COVID has hit the most vulnerable hardest and the nature of issues that are currently devastating communities fits within our mission. Given that we want to work in the space where relevance and impact intersect, we should work to our existing strengths. This is not to rule out innovation – there are some strong areas for development (for example in-house youth capability; greater focus on mental health) rather to acknowledge that in general our existing expertise addresses many of the issues arising out of the pandemic.

The areas where we can have the most relevance and greatest impact, that is, those areas of greatest need that sit most comfortably within our existing expertise, capability and mission, include:

- Education
- Youth employment and financial stability
- Mental health

Throughout the above areas of need, the themes of equality and equity are key. What these current environmental forces mean for United Way UK is the need to:

- Maintain our own financial health
- Build capability and capacity on a tight budget and maintaining efficiency
- Increased horizon scanning: planning will move from annually to quarterly
- Build our digital capability and begin to tell our story
- Grow our supporter base

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

These trends will form the framework for our 2021 strategy and to support this we have recently been awarded funding for 5 Kickstart Interns at 25 hours per week each over 6 months. We plan for this to lead to the recruitment of a new permanent member of staff to take us to 6 FTEs by 2022.

United Way UK raised £167,768 in COVID-19 response funds in 2020, £139,723 of which were restricted. Give Local partners grew from 1 to 5. We worked with 20 partners on community response and began planning to make these new relationships sustainable in the long term.

STRUCTURE, GOVERNANCE AND MANAGEMENT

United Way is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission, number 1153509 and governed by its constitution dated 22nd August 2013. It is also known as United Way UK.

Selection, Recruitment and Appointment of New Trustees:

Trustees are elected by the members at the Annual General Meeting (AGM). Casual vacancies may be filled by co-option on condition that trustees so appointed are formally re-elected at the following AGM. New trustees are provided with induction/orientation by the Chief Executive Officer (CEO) and given the key documents of; the constitution, recent board minutes and strategic presentations.

All trustees sign a declaration to run the charity in accordance with the guidelines set out in the Charity Commission publication CC3 – Responsibilities of Charity Trustees.

Management and Delegation:

The affairs of the charity are managed on a day to day basis by the CEO.

The trustees, in their power, have delegated the financial administration and accountancy to LCVS.

United Way Worldwide:

United Way is affiliated to United Way Worldwide and acts as the national body for United Way in the UK.

As a national United Way network partner, we adhere to their global standards and have agreed, amongst other criteria to adhere to the following:

Mission: Network Partner subscribes to a vision and mission that is consistent with those of United Way Worldwide:

- Vision: United Way envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives
- Mission: To improve lives by mobilising the caring power of communities around the world to advance the common good

Operations:

- Conducts a study of the community and evaluates pressing problems
- Engages members of the community as volunteers, donors and partners
- Mobilises resources through diverse resource development activities
- Applies resources where they will be used effectively to strengthen communities and improve lives

UNITED WAY

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

- Verifies the use and the impact of resources invested in the community system citizenship:
Provide financial and other resources to support capacity building and the network

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

Registered Charity Number:

1153509

Principal Office:

151, Dale Street, Liverpool L2 2AH

Trustees:

The trustees who served during the year are as follows:

Chair	Mr. Steve Pappas (resigned March 2020) Ms. Melanie Czarra (Appointed March 2020, resigned August 2020) Mr. Gary von Lehmden (appointed August 2020)
Secretary	Mr. Ian Yates
Treasurer	Ms Lailany Sierra
Trustees	Mr. Peter Badenhuizen Ms. Melanie Czarra (resigned August 2020) Mr. William O'Dowd Mr. Gary von Lehmden Mr. Steve Pappas Ms Kathryn Pretzel-Shiels (resigned May 2021) Mr. Neil Maffey (appointed June 2020) Mr. Nailesh Rambhal (appointed November 2020) Ms. Sue Knowles (appointed April 2021)

Chief Executive: Ms. Jane Hudson-Jones

Professional Advisers:

Independent Examiner	Mr. Peter Taaffe FCA CTA DChA BWM Chartered Accountants Castle Chambers, 43 Castle Street Liverpool L2 9SH
Accountancy & Financial Administration	Liverpool Charity and Voluntary Services (LCVS) 151 Dale Street, Liverpool L2 2AH

STATEMENT OF TRUSTEES' RESPONSIBILITY

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

UNITED WAY

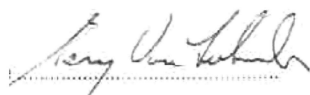
TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2020

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustee is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material 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 to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. It is 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.

Approved by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Lailany Sierra
Trustee - Treasurer

Dated: August 26th, 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF UNITED WAY FOR THE YEAR ENDED 31ST DECEMBER 2020

I report to the trustees on my examination of the financial statements of United Way (the charity) for the year ended 31 December 2020.

This report is made solely to the charity's trustees, as a body, in accordance with Section 145 of the Charities Act 2011. My examination has been undertaken so that I might state to the charity'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 charity and the charity's trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity'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 ICAEW, which is one of the listed bodies

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
UNITED WAY FOR THE YEAR ENDED 31ST DECEMBER 2020**

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 financial statements to be reached.

BWM

Peter Taaffe FCA CTA DChA
BWM
Chartered Accountants
Castle Chambers
43 Castle Street
Liverpool
L2 9SH

Dated: 07.09.2021.....

UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2020

	Notes	Year to 31 st December 2020			Year to 31 st December 2019
		Unrestricted Funds £	Restricted Funds £	Total £	
Income from:					
Donations and legacies	3	117,216	136,688	253,904	155,277
Charitable activities	4	68,850	195,630	264,480	181,491
Total		186,066	332,318	518,384	336,768
Expenditure on:					
Charitable activities	5	186,367	238,347	424,714	299,296
Total		186,367	238,347	424,714	299,296
Net (expenditure)/income / Net movement in funds before transfers between funds		(301)	93,971	93,670	37,472
Transfer between funds	10,11	64,736	(64,736)	-	-
Net income / Net movement in funds after transfers between funds		64,435	29,235	93,670	37,472
Reconciliation of funds:					
Total funds brought forward	10,11	144,102	158,287	302,389	264,917
Total funds carried forward	9-11	208,537	187,522	396,059	302,389

The notes on pages 17 to 27 form part of these accounts.

The net movement in funds in the year was derived from the continuing activity of the charity.

UNITED WAY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2020

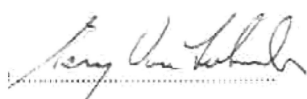
	Notes	<u>Year to 31st December 2019</u>		Total £
		Unrestricted Funds £	Restricted Funds £	
Income from:				
Donations and legacies	3	95,519	59,758	155,277
Charitable activities	4	64,566	116,925	181,491
		-----	-----	-----
Total		160,085	176,683	336,768
		-----	-----	-----
Expenditure on:				
Charitable activities	5	194,367	104,929	299,296
		-----	-----	-----
Total		194,367	104,929	299,296
		-----	-----	-----
Net (expenditure)/income / Net movement in funds before transfers between funds		(34,282)	71,754	37,472
Transfer between funds	10,11	46,563	(46,563)	-
		-----	-----	-----
Net income / Net movement in funds after transfers between funds		12,281	25,191	37,472
Reconciliation of funds:				
Total funds brought forward	10,11	131,821	133,096	264,917
		-----	-----	-----
Total funds carried forward	9-11	144,102	158,287	302,389
		=====	=====	=====

UNITED WAY

BALANCE SHEET AS AT 31ST DECEMBER 2020

	Note	31 st December 2020		31 st December 2019	
		£	£	£	£
Fixed assets:					
Tangible assets	6		2,738		-
Current assets:					
Debtors	7	19,571		9,719	
Cash balance		428,920		367,119	
		-----		-----	
Total current assets		448,491		376,838	
Liabilities:					
Creditors: amounts falling due within one year	8	(55,170)		(74,449)	
		-----		-----	
Net current assets			393,321		302,389
			-----		-----
Net Assets			396,059		302,389
			=====		=====
			£		£
The funds of the charity:					
Unrestricted funds	9,11	208,537		144,102	
Restricted funds	9,10	187,522		158,287	
		-----		-----	
Total charity funds		396,059		302,389	
			=====		=====

Approved and authorised for issue by the trustees and signed on their behalf by



Gary von Lehmden
Chair of Trustees



Lailany Sierra
Trustee - Treasurer

Dated: August 26th, 2021

1. **ACCOUNTING POLICIES**

Basis of Accounting

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (SORP FRS102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) (effective 1st January 2016) and Charities Act 2011.

The trust constitutes a public benefit entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the Charitable Incorporated Organisation (CIO). Monetary amounts in these financial statements are rounded to the nearest £.

The CIO has taken advantage of the provisions in the SORP for Charities applying FRS102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

Going concern

At the time of approving the accounts, and taking into account the impact of the Covid-19 global pandemic, the trustees have considered and have reasonable expectation that the Charitable Incorporated Organisation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Fund Accounting

Unrestricted funds are the charity's free reserves available for the trustees to distribute in accordance with the charity's charitable objectives.

Restricted funds are subject to specific restrictive conditions imposed by the donor. All restricted funds are accounted for as restricted income and expenditure for the purposes is charged to the fund.

Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty of receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and legacies comprise donations & sundry grants and membership subscriptions which are recognised in the accounts when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably, with the exception of known legacies which are accounted for when their receipt is certain.

Income from charitable activities is recognised on an accruals basis. Grants receivable are recognised on the date on which their unconditional payment is confirmed by the donor.

Income from other trading activities relates to fundraising income and is recognised when the amount is certain.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities. Support and governance costs are applied to unrestricted funds unless specifically included in the restrictions, as specified by the donor.

Costs of charitable activities relate to the operation of the project comprising all management and operational overheads. Charitable activities includes grant funding to beneficiaries. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity. Governance costs relate to compliance with constitutional and statutory requirements and specifically include all costs incurred by the charity in producing the Annual Report. These are dealt with in the Statement of Financial Activities when payment has been approved by the charity.

Foreign currency expenses paid for in local currency are included in the accounts at the conversion rate on the date that the reimbursement is made.

Fixed Assets

Capital expenditure over £500 is treated as a fixed asset and is written off over its useful economic life on the following basis:

Computer Equipment – at the rate of 3 years straight line

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Taxation

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. The charity is not able to recover Value Added Tax. Expenditure is recorded in the accounts inclusive of VAT.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
	£	£	£	£
Donations	38,476	136,688	175,164	73,976
Grants:				
Costco	78,740	-	78,740	81,301
	117,216	136,688	253,904	155,277
	=====	=====	=====	=====

2019

	Unrestricted Funds £	Restricted Funds £	2019 Total £
Donations	14,218	59,758	73,976
<i>Grants:</i>			
Costco	81,301	-	81,301
	95,519	59,758	155,277
	=====	=====	=====

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
United Way in the UK	£68,850	£195,630	£264,480	£181,491
	=====	=====	=====	=====

2019: Restricted funds £116,925, unrestricted funds £64,566.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct Charitable Expenditure	Support & Governance Costs	2020 Total	2019 Total
United Way in the UK	£414,185	£10,529	£424,714	£299,296
	=====	=====	=====	=====

a. Analysed as follows:

	2020	2019
	£	£
<i>Direct charitable expenditure:</i>		
Staff costs	164,577	150,950
Promotion and marketing	847	1,093
Reading Oasis direct costs	50,948	52,145
Give Local Grants *	45,000	29,000
Other grants *	128,490	-
Project delivery costs	10,821	39,345
United Way dues	3,994	6,224
Fundraising development	6,271	394
	410,948	279,151
	=====	=====

UNITED WAY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2020

<i>Continued...</i>	£	£
	410,948	279,151
Travel & subsistence	513	8,017
Gift aid charges	1,995	496
Bank charges and interest	561	305
Miscellaneous	168	-
	-----	-----
	414,185	287,969
	-----	-----
<i>Support and governance costs:</i>		
Office costs	3,818	4,399
Recruitment	225	739
Staff training	-	161
Volunteer expenses	40	10
Financial administration	5,000	4,460
Trustee expenses	-	118
Independent examination	1,446	1,440
	-----	-----
	10,529	11,327
	-----	-----
	424,714	299,296
	=====	=====

2019: Restricted funds £104,929, unrestricted funds £194,367.

* see note 5d for breakdown

During the year there were no out of pocket expenses reimbursed to trustees (2019: £118 to 1 trustee).

	2020	2019
b. Analysis of staff costs:	£	£
salaries	145,740	133,906
social security	11,469	11,222
pension	7,368	5,822
	-----	-----
	164,577	150,950
	=====	=====

c. Particulars of employees:

The average number of employees during the year was as follows:

	2020	2019
Charitable activities	4.3	4.5
	====	====

This equated to 3.6 full time equivalent staff (2019: 3.5).

1 employee received emoluments of £60,000 or more during the year.

Emoluments	No. Employees 2020	No. Employees 2019
£70,000 - £79,999	1	1

The trustees are not remunerated for their services and are not included in the above number of employees.

d. During the year the following grants to organisations were made:

Grants £1,000 and over:	£
5 On It Foundation	1,500
Absafe	1,500
AFC Wembley Foundation	1,500
Arc Community Space CIC	2,000
Asperger's Children and Carers Together	1,500
Bishops Stortford	2,000
Blooming Blossoms Trust	10,000
Browns Community Services CIC	1,500
Cannon Street Memorial Baptist Church	3,000
Chapter West Cheshire Ltd	1,500
Circle Community Ltd	6,800
DIAL South Essex	1,500
Douglas Drive Senior Citizens Association	1,500
Eyres Monsell Club for Young People	1,500
Feeding Bristol	10,000
Fenham Association of Residents	2,000
Give a Dog a Bone and an Animal Home	1,500
Herts Inclusive Theatre	3,000
Home-Start Derby	1,500
Home-Start Hillingdon	1,500
Hope Centre	1,500
Hope Nottingham	2,500
Impact Arts	10,000
Joy of Sound	3,000
Kidz Klub Leeds	1,500
Minerva Arts	3,000
Mustard Seed Autism Trust	3,500
New Heights Warren Farm Community Project	1,500
New Hope Global	5,000
Norris Green Community Alliance	1,500
NU:GEN CARE CIC	1,500
Outfit Moray	5,000

	96,300

UNITED WAY**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2020**

	£
Grants continued....	96,300
People Know How	1,500
Reading Association for the Blind	7,150
Recovery Cymru Community	1,500
Solent Youth Action	1,500
South Chingford Community Library	1,500
SPACE	1,200
Spear Harrow	6,300
Sport4Health Community Interest Company	1,500
Street Warriors UK CIC	1,500
Stretford Children's Theatre	5,000
Tamer View Community Complex Ltd	2,000
Telford Mind	3,000
The OLLIE Foundation	1,500
The Open Door Edinburgh	2,000
The River Manchester	1,500
The Suited and Booted Centre	6,040
Tiny Tims Childrens Centre	1,500
Tough Cookies Ed CIC	1,500
Townsend Youth Partnership	5,000
Watford Women's Centre Plus	1,500
Wellspring Therapy and Training	3,000
West Everton Community Council	5,000
Woking Mind	10,000
Wycombe Youth Action	5,000

Total grants	173,490
	=====

6. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total £
Cost		
Balance at 1 st January 2020	1,243	1,243
Additions in the year	2,909	2,909
	-----	-----
Balance at 31 st December 2020	4,152	4,152
	-----	-----
Accumulated Depreciation		
Balance at 1 st January 2020	1,243	1,243
Charge for the year	171	171
	-----	-----
Balance at 31 st December 2020	1,414	1,414
	-----	-----
Net Book Value at 31st December 2020	2,738	2,738
	=====	=====
Net Book Value at 31 st December 2019	-	-
	=====	=====

All fixed assets are used in furtherance of the organisation's charitable objectives.

7. DEBTORS

	2020 £	2019 £
Prepayments	360	1,855
Other debtors	19,211	7,864
	-----	-----
	19,571	9,719
	=====	=====

8. CREDITORS

	2020 £	2019 £
Other creditors	36,708	38,477
Accruals	18,462	35,972
	-----	-----
	55,170	74,449
	=====	=====

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2020

	Fixed assets £	Cash balances £	Other net current assets /(liabilities) £	Total 2020 £
Unrestricted funds	2,738	237,712	(31,913)	208,537
Restricted funds:				
Reading Oasis	-	66,961	922	67,883
Local Giving (Leicester)	-	2,764	-	2,764
Give Local (Costco)	-	83,787	(3,000)	80,787
AMEX	-	17,162	-	17,162
Principal Foundation	-	4,740	(4,740)	-
John Deere	-	6,851	-	6,851
Lenovo - Digital Future	-	3,478	-	3,478
Covid Response	-	8,266	-	8,266
Lenovo Month of Service Campaigns	-	(3,253) 452	3,584 (452)	331 -
	-	191,208	(3,686)	187,522
	2,738	428,920	(35,599)	396,059

2019

	Fixed assets £	Cash balances £	Net current assets /(liabilities) £	Total 2019 £
Unrestricted funds	-	182,093	(37,991)	144,102
Restricted funds:				
Reading Oasis	-	56,361	2,261	58,622
Local Giving (Leicester)	-	2,656	-	2,656
Give Local (Costco)	-	91,303	(29,000)	62,303
AMEX	-	29,767	-	29,767
Principal Foundation	-	4,939	-	4,939
	-	185,026	(26,739)	158,287
	-	367,119	(64,730)	302,389

10. RESTRICTED FUNDS

	Opening Balance £	Income £	Expenditure £	Transfers between Funds £	Closing Balance £
Reading Oasis	58,622	74,436	(49,360)	(15,815)	67,883
Local Giving (Leicester)	2,656	108	-	-	2,764
Give Local (Costco)	62,303	63,484	(45,000)	-	80,787
AMEX	29,767	-	(8,605)	(4,000)	17,162
Principal Foundation	4,939	17,948	(19,140)	(3,747)	-
John Deere	-	13,922	(2,853)	(4,218)	6,851
Lenovo - Digital Future	-	14,978	(10,000)	(1,500)	3,478
Covid Response	-	139,723	(98,083)	(33,374)	8,266
Lenovo Month of Service Campaigns	-	7,374	(4,826)	(2,217)	331
	-	345	(480)	135	-
	158,287	332,318	(238,347)	(64,736)	187,522

2019

	Opening Balance £	Income £	Expenditure £	Transfer between Funds £	Closing Balance £
Reading Oasis	63,285	59,760	(43,633)	(20,790)	58,622
Local Giving (Leicester)	2,271	385	-	-	2,656
Give Local (Costco)	48,475	42,857	(29,029)	-	62,303
AMEX	19,065	30,737	(9,843)	(10,192)	29,767
Principal Foundation	-	35,424	(14,544)	(15,941)	4,939
Lenovo	-	7,520	(7,880)	360	-
	133,096	176,683	(104,929)	(46,563)	158,287

Reading Oasis - funds given to develop and launch 'United Way Reading Oasis'.

Local Giving (Leicester) - payroll giving monies to be used in the local area.

Give Local (Costco) – Payroll giving monies from Costco to fund Give Local grants.

AMEX – funding received from American Express to fund Reading Oases in a number of schools.

Principal Foundation – funding received to assist in promoting employability and financial literacy among disadvantaged youth in London.

John Deere – monies given for support centred around 2 community impact areas: Food Insecurity and Youth Employability.

- Lenovo - Digital Future – Programme centred on supporting disadvantaged youth from the Glasgow area to gain digital and job readiness skills.
- Covid Response – Funding received in support of local, grassroots charities and communities impacted by the socio-economic crisis generated by the COVID-19 pandemic.
- Lenovo Month of Service – in support of Global Month of Service Project in Basingstoke and Glasgow.
- Campaigns - Campaigns aimed to raise money in support of a United Way UK initiative – e.g. campaign to raise funds to buy Christmas gifts for disadvantaged children.
- Transfers between funds – monies transferred from restricted funds to cover project management and staff costs specific to each fund's budget and also £135 (2019: £360) from Unrestricted funds to cover overspend on restricted funds.

11. UNRESTRICTED FUNDS

Unrestricted funds are spent or applied at the discretion of the trustees to further any of the charity's purposes.

12. RELATED PARTIES

Steve Pappas is a trustee of United Way and is also Senior Vice President of Costco Europe. In the year Costco made a grant of £78,740 (2019: £81,301) to United Way. Steve was part of the decision making on grants but derives no benefit from United Way in return.

William O'Dowd is a trustee of United Way and has made a non-recourse loan of USD\$20,000 equating to £15,671. Interest is chargeable at 1% interest which is less than market rate.

Peter Badenhuizen and Gary von Lehmden, who are both trustees of United Way, made donations to the charity in the year of £1,250 and £8,898 respectively (2019: Nil).

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2020	2019
	£	£
Aggregate compensation	88,904	83,874
	=====	=====

13. LIMITED LIABILITY OF MEMBERS

In the event of winding up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

Document Activity Report

Document Sent

Tue, 07 Sep 2021 08:32:48 GMT

Document Activity History

Document history shows most recent activity first

Date

Activity

You can verify that this is a genuine Portal document by uploading it to the following secure web page:

<https://bwm.accountantspace.co.uk/messages/VerifyDocument>