



Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2023
for
Serve On Limited

Louise Newman & Co Ltd
2 Bath Mews
Bath Parade
Cheltenham
Gloucestershire
GL53 7HL

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for the Year Ended 31 March 2023

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Serve On Limited

Report of the Trustees
for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07883243 (England and Wales)

Registered Charity number

1156504

Registered office

Unit 9 Chilmark Business Centre
Chilmark
Salisbury
Wiltshire
SP3 5DU

Trustees

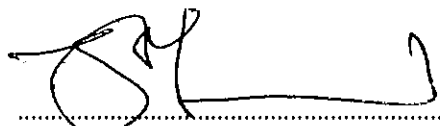
Simon Edwards (Chair)
Sarah-Louise Weller
Nick Matthew
Abbas Dhanani

Company Secretary

Independent Examiner

Louise Newman & Co Ltd
2 Bath Mews
Bath Parade
Cheltenham
Gloucestershire
GL53 7HL

Approved by order of the board of trustees on11/11/2023..... and signed on its behalf by:


.....
Trustee

Introduction

This year marks the continued emergence from the impact of lockdown and the establishment of a new HQ. In the spirit of service and unwavering dedication, the past year has been one of remarkable growth and achievement for SERVE ON, built on a strong sense of purpose that drives us to push boundaries and make a lasting impact. The charity has embedded itself firmly at Chilmark with its comfortable accommodation and excellent training facilities. As a result we have been able to standardise our training at a high level of excellence to the benefit of our UK operations and International Response Team. SERVE ON successfully deployed a team to the Turkish earthquake in February and were able to make a significant impact there. We pioneered our first Rescue Rookies Summer Leadership Camp for 14-18 year olds.

Simon Edwards
Chair of Trustees
September 2023

SERVE ON ANNUAL REPORT 22/23

Headquarters Transformation

At our headquarters in Chilmark, the relentless efforts of our teams and the dedicated HQ crew have led to a series of remarkable improvements. The estate's infrastructure has been upgraded continuously, encompassing electrical enhancements, security access, and even a much-needed aesthetic revamp with freshly painted car park lines. We've nurtured a positive relationship with the new estate manager, and we're on the cusp of signing a contract for an additional three years starting this January.

Our storage facilities were tight, but we tackled this challenge by adding containers and creating more space for training and debriefing. We've even installed a shower block. Our Fire and Feast events organised by our corporate partner DARKSWAN have not only brought outstanding individuals to HQ but also helped us accumulate resources and work towards potential income generation through Rescue Racing.

Training Excellence

The charity continues its regular monthly and bi-monthly training sessions, underpinned by clear operating policies and procedures. Our commitment to training reached far and wide, with numerous organizations benefiting from our expertise, including the World Food Program, Red Cross, REACT, Rescue Training International, Portsmouth University, SPEAR, Olympic Sports, Premiership Rugby teams, Savills, NHS, and Safe Citizens.

Instrumental to our success, particularly with their exceptional work on logs, fleet management, HQ, and IT support are our two part-time young employees, Amhar Shazuli and Sam Gallacher. They've migrated us to new and improved platforms for planning and recording training and operations, making us more eco-conscious in our approach to consumables.

UK Operations

Under the dedicated leadership of our Operation Director, Dan Cooke we have streamlined the old Community Response Team (CRT) groups into UK Ops, with the support of Amhar Shazuli, Sam Gallacher, Barrie Sinclair-Kemp, Graham Phipp, and Dave "Jacko" Jackson. Our "all in" training weekends have fostered collaboration and provided comprehensive organizational training. Furthermore, our team actively engaged in income generation by supporting events for hospices, councils, water safety engineering access, and the Salisbury Fair at Wilton House.

Our water rescue capabilities are now recognized as a national asset, and we've earned a favourable audit by the National Resilience team, a monumental achievement that reflects our hard work, especially considering that we are a volunteer team engaged in international rescue, USAR work, youth programmes, and dog operations.

Our dog team, led by Roger Howell and Janine Lyford, has been small but effective, actively participating in callouts and fundraising efforts.

International Response Team (IRT)

Over the past year, the IRT has recruited and initiated the training of two batches of recruits, with the first operational assessment scheduled for April 2024. The team is shaping up exceptionally well, and some of our original team members have returned contributing their experience alongside a new wave of trainers.

The IRT was deployed to Turkiye in the spring of 2023 and provided assistance to various organizations on the ground, emphasizing mentoring to empower local recovery efforts. The IRT mission in Turkiye was a success, clearing 13 complex USAR work sites. Collaboration with international partners, including the UN, UCC, and Turkish authorities, highlighted our adaptability and the strength of teamwork.

The charity also introduced new technology on the ground, benefiting other teams at the Reception and Departure Centre (RDC). Additionally, SERVE ON participated in five EVOLSAR events, including a multi-team exercise in Kosovo's USAR training centre. The charity takes the lead in the UK for EVOLSAR, with Operations Director, Dan Cooke, serving as the EVOLSAR secretary.

SERVE ON has forged an innovation partnership with Safe Citizens, which has gifted us with tools for our own Safe Citizen instance. This collaboration opens doors to new offerings in the humanitarian response sector, and we've already applied it in Kosovo, the UK, and Morocco.

Rescue Rookies

The Serve On Summer Leadership Camp took place at our HQ in Chilmark, near Salisbury 22 – 28 August 2022 funded by the Rank Foundation. Twenty-two young people aged between 14 and 17 from a range of different backgrounds took part.

During this camp our aim was that participants would complete a syllabus that included:

- a. Community Leadership Award Scheme - a competition, with a £1000 prize, for each individual to conceive and present a deliverable project that will make a difference to their home community. This was one of the highlights of the week. Each participant presented to the group who then voted to select the winning idea.
- b. Challenge based, team centred activities using Serve On's extensive suite of established training programmes
- c. An opportunity to complete a Search and Rescue Taster session
- d. An introduction to leadership examining leaders who have inspired change and the qualities they possessed.
- e. The importance of integrity and values in leadership with an opportunity to reflect on our own values and why they are important.
- f. Building personal resilience and guidance in maintaining it under pressure.

- g. Opportunities for enhancing self-awareness in a consciously reflective environment where individuals can begin to understand their skills, achievements and setbacks. using the knowledge to grow into a future that fulfils their potential.
- h. Understanding the concept of service, while learning about what they can offer to their community
- i. Project presentation and planning
- j. A range of bushcraft and adventure training experiences

Finances

The annual financial report accompanies this document. The key figures are:

- | | | |
|---|------------------------------|----------|
| • | Income to 31 March 2023 | £185,914 |
| • | Expenditure to 31 March 2023 | £177,411 |
| • | Total funds carried forward | £162,553 |

Independent Examiner's Report to the Trustees of
Serve On Limited

Independent examiner's report to the trustees of Serve On Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Louise Newman & Co Ltd
A.C.C.A
Louise Newman & Co Ltd
2 Bath Mews
Bath Parade
Cheltenham
Gloucestershire
GL53 7HL

Date:

Serve On Limited

Statement of Financial Activities
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		49,673	41,511	91,184	44,056
Charitable activities					
Training		69,007	-	69,007	14,884
Evolstar		-	41	41	11,935
SEPD Resilient Communities Fund		-	5,170	5,170	-
DCMS RFL		-	-	-	20,000
Golden Awards RFL		-	20,000	20,000	-
Investment income	2	<u>512</u>	<u>-</u>	<u>512</u>	<u>42</u>
Total		119,192	66,722	185,914	90,917
EXPENDITURE ON					
Raising funds	3	205	-	205	(302)
Charitable activities					
Training		36,667	-	36,667	7,502
Project Delivery Services		93	-	93	20,838
Equipment		12,349	-	12,349	24,640
Volunteer Training		54,680	-	54,680	6,960
Depreciation		728	-	728	1,228
Premises		-	-	-	18,226
Evolstar		-	1,543	1,543	2,446
DCMS RFL		-	5,000	5,000	-
Rookies Programme		11,918	18,888	30,806	17,803
Golden Awards RFL		-	20,355	20,355	-
Turkey earthquake		-	14,172	14,172	-
Other		<u>813</u>	<u>-</u>	<u>813</u>	<u>953</u>
Total		117,453	59,958	177,411	100,294
NET INCOME/(EXPENDITURE)		1,739	6,764	8,503	(9,377)
RECONCILIATION OF FUNDS					
Total funds brought forward		76,763	76,790	153,553	162,930
TOTAL FUNDS CARRIED FORWARD		<u>78,502</u>	<u>83,554</u>	<u>162,056</u>	<u>153,553</u>

The notes form part of these financial statements

Serve On Limited

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	7	3,771	12,322	16,093	23,956
CURRENT ASSETS					
Stocks	8	1,808	-	1,808	1,280
Debtors	9	23,444	-	23,444	25,423
Prepayments and accrued income		5,314	-	5,314	11,999
Cash at bank and in hand		<u>103,159</u>	<u>71,232</u>	<u>174,391</u>	<u>171,014</u>
		133,725	71,232	204,957	209,716
CREDITORS					
Amounts falling due within one year	10	(58,994)	-	(58,994)	(80,119)
NET CURRENT ASSETS		<u>74,731</u>	<u>71,232</u>	<u>145,963</u>	<u>129,597</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>78,502</u>	<u>83,554</u>	<u>162,056</u>	<u>153,553</u>
NET ASSETS		<u>78,502</u>	<u>83,554</u>	<u>162,056</u>	<u>153,553</u>
FUNDS	11				
Unrestricted funds				78,502	76,763
Restricted funds				<u>83,554</u>	<u>76,790</u>
TOTAL FUNDS				<u>162,056</u>	<u>153,553</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

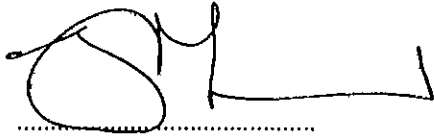
Serve On Limited

Balance Sheet - continued

31 March 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

A handwritten signature in black ink, consisting of a large, stylized 'S' followed by a horizontal line and a small vertical stroke at the end.

.....
Trustee

A handwritten signature in black ink, consisting of a single, slanted, slightly curved line.

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Interest receivable - trading	<u>512</u>	<u>42</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

3. RAISING FUNDS**Raising donations and legacies**

	31.3.23	31.3.22
	£	£
Support costs	-	(483)

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	8,913	8,899
Deficit on disposal of fixed assets	-	500

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	24,057	19,999	44,056
Charitable activities			
Training	14,884	-	14,884
Evolsar	-	11,935	11,935
DCMS RFL	-	20,000	20,000
Investment income	42	-	42
Total	38,983	51,934	90,917
EXPENDITURE ON			
Raising funds	(302)	-	(302)
Charitable activities			
Training	7,502	-	7,502
Project Delivery Services	20,838	-	20,838
Equipment	21,162	3,478	24,640
Volunteer Training	5,278	1,682	6,960
Depreciation	1,228	-	1,228
Premises	13,226	5,000	18,226
Evolsar	-	2,446	2,446
Rookies Programme	-	17,803	17,803
Other	953	-	953

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted fund £	Total funds £
Total	69,885	30,409	100,294
NET INCOME/(EXPENDITURE)	(30,902)	21,525	(9,377)
Transfers between funds	42,163	(42,163)	-
Net movement in funds	11,261	(20,638)	(9,377)
RECONCILIATION OF FUNDS			
Total funds brought forward			
As previously reported	103,393	97,428	200,821
Prior year adjustment	(37,891)	-	(37,891)
As restated	65,502	97,428	162,930
TOTAL FUNDS CARRIED FORWARD	<u>76,763</u>	<u>76,790</u>	<u>153,553</u>

7. TANGIBLE FIXED ASSETS

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 April 2022	50,157	46,449	96,606
Additions	-	1,050	1,050
At 31 March 2023	<u>50,157</u>	<u>47,499</u>	<u>97,656</u>
DEPRECIATION			
At 1 April 2022	38,475	34,175	72,650
Charge for year	3,620	5,293	8,913
At 31 March 2023	<u>42,095</u>	<u>39,468</u>	<u>81,563</u>
NET BOOK VALUE			
At 31 March 2023	<u>8,062</u>	<u>8,031</u>	<u>16,093</u>
At 31 March 2022	<u>11,682</u>	<u>12,274</u>	<u>23,956</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

8. STOCKS

	31.3.23	31.3.22
	£	£
Stocks	<u>1,808</u>	<u>1,280</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Trade debtors	7,538	13,716
Undeposited Funds	17	5
Payables	10,959	10,959
VAT	<u>4,930</u>	<u>743</u>
	<u>23,444</u>	<u>25,423</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23	31.3.22
	£	£
Trade creditors	28,820	19,006
IRT Deployment fund	15,000	15,000
Accrued Purchases	-	561
Social security and other taxes	-	144
Customer Deposits	25	25
Deferred income	15,149	43,333
Accrued expenses	<u>-</u>	<u>2,050</u>
	<u>58,994</u>	<u>80,119</u>

11. MOVEMENT IN FUNDS

	At 1.4.22	Net movement in funds	At 31.3.23
	£	£	£
Unrestricted funds			
General fund	76,763	1,739	78,502
Restricted funds			
Restricted	76,790	6,764	83,554
	<u>153,553</u>	<u>8,503</u>	<u>162,056</u>
TOTAL FUNDS			

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	119,192	(117,453)	1,739
Restricted funds			
Restricted	66,722	(59,958)	6,764
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>185,914</u>	<u>(177,411)</u>	<u>8,503</u>

Comparatives for movement in funds

	At 1.4.21 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds					
General fund	103,393	(37,891)	(30,902)	42,163	76,763
Restricted funds					
Restricted	97,428	-	21,525	(42,163)	76,790
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>200,821</u>	<u>(37,891)</u>	<u>(9,377)</u>	<u>-</u>	<u>153,553</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	38,983	(69,885)	(30,902)
Restricted funds			
Restricted	51,934	(30,409)	21,525
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>90,917</u>	<u>(100,294)</u>	<u>(9,377)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds					
General fund	103,393	(37,891)	(29,163)	42,163	78,502
Restricted funds					
Restricted	97,428	-	28,289	(42,163)	83,554
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>200,821</u>	<u>(37,891)</u>	<u>(874)</u>	<u>-</u>	<u>162,056</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	158,175	(187,338)	(29,163)
Restricted funds			
Restricted	118,656	(90,367)	28,289
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>276,831</u>	<u>(277,705)</u>	<u>(874)</u>

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

Serve On LimitedDetailed Statement of Financial Activities
for the Year Ended 31 March 2023

	31.3.23 £	31.3.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Gifts	2	-
Donations	86,922	40,127
Gift aid	<u>4,260</u>	<u>3,929</u>
	91,184	44,056
Investment income		
Interest receivable - trading	512	42
Charitable activities		
Grants	25,211	31,935
Training	<u>69,007</u>	<u>14,884</u>
	<u>94,218</u>	<u>46,819</u>
Total incoming resources	185,914	90,917
EXPENDITURE		
Other trading activities		
Fundraising Expenses	205	181
Charitable activities		
Repairs & Maintenance	845	7,386
Project Delivery	13,073	10,943
Equipment	40,255	18,996
Volunteer Training	1,224	6,960
Premises	41,003	16,706
Depreciation of tangible fixed assets	728	728
Loss on sale of tangible fixed assets	<u>-</u>	<u>500</u>
	97,128	62,219
Support costs		
Management		
Project Delivery Services	79,265	36,941
Governance costs		
Accountancy and legal fees	<u>813</u>	<u>953</u>
Total resources expended	<u>177,411</u>	<u>100,294</u>
Net income/(expenditure)	<u>8,503</u>	<u>(9,377)</u>