

COMMUNITY ORGANISERS LIMITED

England & Wales · Charity number 1183487

Details

Other names	THE COMPANY OF COMMUNITY ORGANISERS
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Status	Registered
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Legal form	Charitable company
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Company number	08180454
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Registered	2019-05-20
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Register	View on the Charity Commission register
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Contact

Address	Community Organisers 10 Silver Street Warminster BA12 8PS
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Phone	01985213387
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Email	hello@corganisers.org.uk
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Website	https://www.corganisers.org.uk/
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Activities

Objects: THE COMPANY'S OBJECTS ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:-3.1 TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY;3.2 TO ADVANCE PUBLIC EDUCATION AND PROMOTE THE PRACTICE, THEORY, AND TECHNIQUES OF COMMUNITY ORGANISING;3.3 THE PREVENTION AND RELIEF OF POVERTY BY PROVIDING SUCH SUPPORT ITEMS AND SERVICES TO INDIVIDUALS AS THE TRUSTEES SEE FIT.

Activities: The Charity operates mainly in England. Developing the capacity and skills of members of socially and economically disadvantaged communities so they are better able to identify, help and meet their needs and participate more fully in society. The education of the public in the theory and practices of community organising. The prevention and relief of poverty.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Poland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£296,776	£320,404	-	-
2023-12-31	£229,415	£302,647	-	-
2022-12-31	£316,719	£326,361	-	-
2021-12-31	£322,806	£312,964	-	-
2020-12-31	£486,721	£393,425	-	-

Trustees

Name	Role	Appointed
Eve Louise Barrett		2019-07-16
Glen Jenkins		2021-03-26
MARTA RICARDO ROCCO		2018-07-26
Stephen Simon Smith		2019-07-16

COMMUNITY ORGANISERS LIMITED

England & Wales - Charity number 1183487

Accounts

Registered number: 08180454
Charity number: 1183487

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

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COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 DECEMBER 2024**

Trustees

S P Bedding
E L Barrett
G F Jenkins
M R Rocco
S S Smith

**Company registered
number**

08180454

**Charity registered
number**

1183487

Registered office

10 Silver Street
Warminster
BA12 8PS

Chief Executive Officer

Nick Gardham

COMMUNITY ORGANISERS LIMITED
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TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2024

The Trustees present their annual report together with the financial statements of the Charity for the period 1 January 2024 to 31 December 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purposes are set out in the objects contained in the Company's Articles of Association and are as follows:

- The development of the capacity and skills of members of socially and economically disadvantaged communities in such a way that they are able to identify, and help meet, their needs and participate more fully in society.
- To advance public education and to promote the practice, theory and techniques of community organising.
- The prevention and relief of poverty by providing such support items and services to individuals as the trustees see fit.
- In furtherance of the objectives the Company shall at all times actively promote and take into consideration the principles of equality of opportunity.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

Community Organisers has continued its strategy to work both with members of socially disadvantaged communities, whilst maintaining positive and productive links with national and regional bodies including central government, public bodies, charitable trusts and foundations and other charitable and voluntary sector bodies.

To further develop and strengthen the practice of community organising, the Organisation has continued to develop its support offer to those working on the frontline of communities by providing regular personal and professional development via its Community Practitioners Network.

Building on our campaigning activity in 2023 that saw the successful launch of the National Databank through the #OperationWiFi campaign, the organisation has sought to further develop its campaigning and action work by identifying issues across its network and then mobilising people around these.

c. Activities undertaken to achieve objectives

- 2400 people remain committed and are part of the growing community organising movement
- 18 new Social Action Hubs have joined our [Social Action Hub Network](#)
- 1011 hours quality assured learning through our exclusive [short courses in community organising](#) and our principles of practice

COMMUNITY ORGANISERS LIMITED
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642 hours of learning through our nationally recognised qualifications such as the [Award in Community Organising](#)

- 1700 people attended 46 Popular Assemblies to amplify the voice of local people
- Over 100 community leaders, activists and practitioners signed up as members of the [Community Practitioners Network](#) (CPN) from across the UK
- Over 45 past Webinars on our Library Catalogue free for CPN Members to access

Training:

Our 2 year training programme with the Royal Society of Wildlife Trust came to an end with over 130 people across 46 different Wildlife Trusts completing the [Award in Community Organising](#), our nationally-recognised qualification that explores the theory and practice of community organising.

We also completed a successful Train the Trainer programme with 20 of their experienced community organisers. The aim of this was to equip them with the skills to train people in community organising effectively, exploring different approaches to learning. This [partnership](#) has helped to embed community organising principles across the country, reaching out to groups that they had not been involved with before, listening and supporting them with activities they wanted and encouraging interaction with nature.

Aside from the work with the RSWT, [The National Academy of Community Organising](#) (NACO) has delivered 2 Public Award Courses to 22 people and 6 Taster Sessions in Community Organising with 185 people attending.

In addition, we have delivered 14 of our one day courses to 162 people. Organisations we have trained include Westminster City Council, Pimlico Million, Alzheimers Society and Action Together. And we ran a bespoke power session for Humanists UK.

We have also worked with organisations such as A2 Dominion, SEARCH, and City SU to explore what community organising is, how to run listening campaigns and how communities can tell their story.

Finally, NACO has added more content to our online learning course ["Framework Focus"](#) a series of 88 short videos exploring the Community Organising Framework across nearly eight hours of self-directed learning with real life case studies. This is a great way of finding out more about community organising and how it works in practice.

In February we launched our new offer to Social Action Hubs giving more organisations the opportunity to become a Social Action Hub with a variety of options outlined in our [Social Action Hub Guide](#). We are also offering those community groups on a low income to contribute on a pay-as-you-feel basis as we know how important it is for these grassroots organisations to be involved as they are the close to the people on the ground.

We now have 18 Social Action Hubs in our network and we are working with them to enable them to provide training to local people to listen, inspire and catalyse action at the grassroots. By amplifying the voices of ordinary people we can ensure those in power can hear those stories and understand the public demand for change. This was the case in North Birkenhead where the community launched their manifesto and took it to Parliament, meeting with Alison McGovern, MP for Birkenhead and Minister of State for Department, Work and Pensions. This gave them the chance to table their concerns and aspirations and enabled the voices of local people to be heard.

We have also leveraged nearly £32000 for the network, which has been dispersed across a variety of organisations. Some of this funding helped to facilitate conversations around food (funded by [Food, Farming and Countryside Commission](#)) democracy (funded by the [Democracy Network](#)) and community assemblies (funded by [ISWE](#)). Whilst other funding has supported Social Action Hubs to run Popular Assemblies.

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Membership and Support

We are continuing our work with Local Trust, early in 2024 we supported Firs and Bromford Big Local with a Listening Campaign and we are also offering 80 Big Local Workers and volunteers places on our [Community Practitioner's' Network](#) (CPN). These places are paid for by Local Trust to support workers with their practice and continue the legacy of their work.

In September we launched our new Community Practitioners' Network (CPN) package. Alongside monthly webinars and bi-monthly Guest Lectures we now hold online Action Learning Sets and coffee and chat networking sessions each month. These sessions offer a way of building connection amongst our members and to offer both informal and formal reflective spaces to improve their practice and gain peer support.

"It is really important to have reflective spaces for our own wellbeing and to develop our skillset. This is often not provided as part of organisations systems. That is why I joined the CPN." CPN Member

We now have a catalogue of 45+ CPN webinars that you automatically gain access to when signing up as a member. The cost has also been reduced to make it more affordable to individuals and smaller organisations. You can find out more about the Community Practitioners' Network [HERE](#)

Action

Leading on from the work of the Cost of Living Alliance, where we convened over 114 organisations and held 4 local summits we are now co-convenors of Humanity Project alongside Clare Farrell (Co-Founder Extinction Rebellion) and Lee Jasper (Operation Black Vote). Humanity Project joins the dots between these movements to end racism, take action on climate and tackle the cost of living crisis.

[Humanity Project](#) came together by listening and building trust across the UK holding 46 Popular Assemblies across 34 neighbourhoods involving 1700 people.

We feel that everyone has the right to be listened to. And these popular assemblies do just that, so democracy can be led from the ground up, and people can have a say on the issues that affect and matter to them.

Humanity Project are using a community organising approach to reach out, listen and give everyone an opportunity to come along to these assemblies and have their voices heard.

Over the next 2 years we are working with neighbourhoods to create a wave of joyful, bottom up Popular Assemblies that can change how decisions are made at any level. We will reach out and work with 20 areas over 2 years with each area running a Popular Assembly supported by a £7200 grant.

Our vision is to create a new kind of politics that is people led and based on an assembly culture so politics is fit to deal with the problems we face in the UK today.

It will connect neighbourhood to neighbourhood in a national conversation where everyone gets heard and we all feel part of something bigger. Something so big it can deal with problems like the cost of living crisis, racism and division and climate change.

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Achievements and performance

a. Review of activities

2024 has been a year of supporting growth of our organisation through a network of Social Action Hubs. Social Action Hubs are crucial to the organisation. By supporting organisations that are rooted in local communities it enables us to both remain locally rooted but also enables us to strengthen our national profile.

Throughout this year we have sought to strengthen all three of the Pillars to ensue that we can both develop and sustain good quality community organising practice on the ground in local neighbourhoods.

To strengthen the action pillar of our work we have been fortunate to receive grant funding from both Esmee

Fairbairn Foundation and Quadrature Climate Foundation. This investment from the foundations will enable us to move forward and develop our work so that we can balance the training and action elements of our work so we can continue to build the power of our network to address and alleviate the root causes of poverty.

b. Fundraising activities and income generation

The Charity did not engage in any fundraising activities during this financial period and did not engage any external fundraisers. Income received during the period came primarily through the delivery of contracts associated with delivery of the Charity's objectives and primary purposes.

c. Investment policy and performance

The Charity does not hold any investments.

d. Volunteers

Although the Charity did not have any volunteers to manage directly during the period under review. However, the Charity maintains a volunteer policy and carefully reviews this, together with its volunteer activity annually. This is overseen by the Board with day to day responsibility delegated to the Chief Executive.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Community Organisers maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

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The Board of Trustees will review the above criteria with reference to Community Organisers' strategy and Annual Plan and determine the target level of free reserves to meet these. In the current year the target level of free reserves has been set at not less than six months core operating costs and although the current level of free liquid reserves has fallen below this, the Trustees expect the level of free reserves to improve during next year. The trustees consider the current free reserves to be sufficient for the day to day operations of the Charity to continue safely. At 31 December 2024 the free reserves of the charity were £52,489 (2023: £75,700).

The Board of Trustees will at times designate funds from free reserves for significant project costs or replacement of major assets.

c. Principal risks and uncertainties

The Charity has continued to develop its income from continued trading however, due to economic uncertainties and reduction in Government Programmes it is unclear whether the Organisation will deliver any large programmes such as the previous ones it has been involved with. However, despite this, the Charity is pursuing Trusts and Foundations as well as other larger contracts to ensure that it can continue to keep trading. The Charity has a robust budgeting cash flow management system which keeps the management and Board regularly apprised of the position and decisions relating to future costs are made with this information taken into account.

d. Financial risk management objectives and policies

Financial risk is managed through the Charity's Policy Manual which is reviewed and approved by the Board on a bi- annual basis.

The Manual includes policies covering:

- Delegation of responsibilities and levels of authority
- Reserves
- Conflicts of interest
- Segregation of duties
- Controls on Budget, Income and expenditure
- Controls on fixed and financial assets
- Controls on human resources
- Expenses
- Debt management

e. Principal funding

Community Organisers aims to achieve an annual surplus each year which is sufficient to meet the working capital of the organisation and to ensure the development of the organisation is resourced as it expands in order to be able to continue to provide a service to our beneficiaries.

Community Organisers has identified training, consultancy to finance these through income streams that are as secure and long term as possible.

COMMUNITY ORGANISERS LIMITED
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Structure, governance and management

a. Constitution

Community Organisers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees holds responsibility for the decisions and activity of the Charity. The day to day management of the Charity is delegated to the Chief Executive who is also involved in setting policies which are only adopted after approval by the Board.

The Chief Executive is supported by the part time Finance Director, Head of the National Academy of Community Organising, the National Member Organiser and the operations and administrative staff.

The Head of the National Academy of Community Organising also reports directly to the Chief Executive who is in turn supported by a part time administrator and Internal Verifier who both hold relevant specialist expertise. The post is currently vacant, however training delivery continues through our national network of certified trainers.

d. Policies adopted for the induction and training of Trustees

New Trustees are trained and informed of their responsibilities in accordance with guidelines issued by the Charities Commission. Trustees are required to attend workshop training provided by a specialist in Charity Governance. No new trustees were appointed during the year who require this training.

e. Related party relationships

The organisation has no related party relationships

Plans for future periods

The organisation is developing its plans for the following financial period so that it can continue to attract resources to deliver on its strategy to work with people in socially and economically deprived neighbourhoods and work towards the relief of poverty.

The Organisation intends to further develop its work as part of the Humanity Project and work towards building a strong and sustainable foundation for the project. This includes embedding the core work of the Charity into the project so that it can build a sustainable income stream that can support grassroots community organising.

As the Government and other national bodies start to explore potential programmes within 'left behind' neighbourhoods the Charity aims to build on the previous good relationships and work with various Government Departments to support them to design Programmes and activities that can embed the work of the Charity. In addition the Charity aims to support the design and implementation strategy of the Community Wealth Fund to enable the Charity secure further resources enabling it to work towards building and strengthening a community work workforce.

The organisation also aims to continue to expand its partnerships with other organisations to increase its reach and enable it to deliver on its charitable objects.

COMMUNITY ORGANISERS LIMITED
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Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 30th September 2025 and signed on their behalf by:

S P Bedding

Chair of Trustees

COMMUNITY ORGANISERS LIMITED
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INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2024

Independent Examiner's Report to the Trustees of Community Organisers Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 December 2024.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity 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.

COMMUNITY ORGANISERS LIMITED
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INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2024.

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. My work 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 work or for this report.

Kingston Business Management
CO Business Hub
10, Silver Street
Warminster
BA12 8PS

30th September 2025

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 DECEMBER 2024**

		Unrestricted Funds Year ended 31-Dec 2024 £	Restricted Funds Year ended 31-Dec 2024 £	Total Funds Year ended 31-Dec 2024 £	Total Funds Year ended 31-Dec 2023 £
	Note				
Income from:					
Donations and legacies	3	75	3,380	3,455	-
Charitable activities	4	158,345		158,345	138,128
Rent Income	5	17,234		17,234	20,700
Grants	6	-	115,628	115,628	69,822
Other income	6	2,114		2,114	765
Total income		177,768	119,008	296,776	229,415
Expenditure on:					
Charitable activities	7	201,396	119,008	320,404	302,647
Total Expenses		201,396	119,008	320,404	302,647
Net movement in funds		- 23,628	-	23,628	73,232
Reconciliation of funds:					
Total funds brought forward		242,370	-	242,370	315,602
Net movement in funds		- 23,628	-	23,628	73,232
		218,742	-	218,742	242,370

The Statement of Financial Activities includes all gains and losses recognised in the period. The notes on pages 14 to 23 form part of these financial statements

COMMUNITY ORGANISERS LIMITED
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REGISTERED NUMBER: 08180454

BALANCE SHEET
AS AT 31 DECEMBER 2024

		31 December 2024 £	31 December 2023 £
Fixed assets	Note		
Tangible assets	12	<u>166,253</u>	<u>166,670</u>
Current assets			
Debtors	13	3,485	592
Cash at bank and in hand		<u>302,520</u>	<u>105,805</u>
		306,005	106,397
Creditors: amounts falling due within one year	14	<u>236,170</u>	<u>9,997</u>
Net current assets / liabilities		<u>69,835</u>	<u>96,400</u>
Total assets less current liabilities		<u>236,088</u>	<u>263,070</u>
Creditors: amounts falling due after one year		17,346	20,700
		<u>218,742</u>	<u>242,370</u>
Charity funds			
Unrestricted funds	15	<u>218,742</u>	<u>242,370</u>
Total funds		<u>218,742</u>	<u>242,370</u>

COMMUNITY ORGANISERS LIMITED
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REGISTERED NUMBER: 08180454

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 30th September 2025 and signed on their behalf by:

S P Bedding
Director

The notes on pages 14 to 23 form part of these financial statements.

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

1. General information

Community Organisers Limited is a charitable private company limited by guarantee, registered in England and Wales, company registered number 08180454, charity registered number 1183487. Its registered office is 10 Silver Street, Warminster, Wiltshire, BA12 8PS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Community Organisers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The trustees consider there are adequate liquid funds available to sustain the charity through the next financial year.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- Nil
Fixtures and fittings	- 25%
Computer equipment	- 25%

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

3. Income from donations and legacies

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2023 £
Donations	75	3380	3455	0
Total	75	3380	3455	0

4. Income from charitable activities

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total funds Year ended 31 December 2023 £
Income from charitable activities	141,055	0	141,055	38,593
Contract income	17,290	0	17,290	99,535
Total	158,345	0	158,345	138,128

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024**

**5. Investment
income**

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2023 £
Rents received	17,234		17,234	20,700
Total	17,234	0	17,234	20,700

**6. Other incoming
resources**

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total funds Year ended 31 December 2023 £
Grants	16,667	98,961	115,628	69,822
Bank Interest Income	2,114	-	2,114	-
Total	18,781	98,961	117,742	69,822

**7. Analysis of
expenditure on
charitable activities**

**Summary by fund
type**

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total funds Year ended 31 December 2023 £
Direct costs	201,396	119,008	320,404	302,647
Total	201,396	119,008	320,404	302,647

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

**8. Analysis of expenditure
by activities**

	Unrestricted Funds Year ended 31 December 2024 £	Restricted Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2024 £	Total Funds Year ended 31 December 2023 £
Direct costs	201,396	119,008	320,404	302,647

Activities undertaken:	Directly Year ended 31 March 2024 £	Support Year ended 31 March 2024 £	Total Year ended 31 March 2024 £
Direct costs	255,386	65,018	320,404

**9. Independent examiner's
remuneration**

	Year ended 31 December 2024 £	Year ended 31 December 2023 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	0	0
Other services not included above	0	0

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024

10. Staff costs

	Year ended 31 December 2024 £	Year ended 31 December 2023 £
Wages and salaries	68,758	118,715
Social security costs	1,996	6,040
Contribution to defined contribution pension schemes	1,070	1,712
	<u>71,824</u>	<u>126,467</u>

The average number of persons employed by the Charity during the period was as follows:

	Year ended 31 December 2024 No.	Year ended 31 December 2023 No.
Staff (FTE)	<u>2</u>	<u>4</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive Officer
The employee benefits of the key management personnel of the charity were £59,950.

11. Trustees' Remuneration and Expenses

During the period no Trustees received any remuneration or other benefits (2023 - £NIL).

COMMUNITY ORGANISERS LIMITED
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12. Tangible fixed assets

	Freehold property	Fixtures and Fittings	Computer equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2024	165,000	2,564	8,100	175,664
At 31 December 2024	165,000	2,564	8,100	175,664
Depreciation				
At 1 January 2024	-	2,150	6,844	8,994
Charge for the period	-	103	314	417
At 31 December 2024	-	2,253	7,158	9,411
Net book value				
At 1 January 2024	165,000	414	1,256	166,670
At 31 December 2024	165,000	311	942	166,253

13. Debtors

	31 December 2024 £	31 December 2023 £
Due within one year		
Trade debtors	3485	592
	3485	592

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024**

**14. Creditors: Amounts
falling due within one year**

	31 December 2024 £	31 December 2023 £
Trade creditors	0	0
Other taxation and social security	3,728	
Bank Loan repayments	3,922	3,997
Accruals and deferred income	228,520	6,000
	236,170	9,997

	31 December 2024 £	31 December 2023 £
Deferred income at 1 January 2024	6,000	13,497
Deferred Income - this period	234,520	6,000
Amounts released from previous periods	-6,000	-13,497
	228,520	6,000

**Creditors: Amounts falling
due after one year**

Unsecured Bounce Back loan	17,346	20,700
	17,346	20,700

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2024**

15. Statement of funds

Statement of funds - current period

	Balance at 1 January 2024 £	Income £	Expenditure £	Balance at 31 December 2024 £
Funds				
General Funds	242,370	177,768	- 201,396	218,742
Restricted Funds	-	119,008	- 119,008	-
	<u>242,370</u>	<u>296,776</u>	<u>-320,404</u>	<u>218,742</u>

Statement of funds - prior period

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
Unrestricted funds				
General Funds	315,602	229,415	-302,647	242,370

16. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £1,070 (2023 - £1,712).

17. Related party transactions

No related party transactions took place during the Year.

ENDS

COMMUNITY ORGANISERS LIMITED

England & Wales - Charity number 1183487

Accounts

Registered number: 08180454
Charity number: 1183487

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

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COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 DECEMBER 2023**

Trustees

S P Bedding
E L Barrett
G F Jenkins
M R Rocco
T Scott (resigned 31/01/2024)
S S Smith

**Company registered
number**

08180454

**Charity registered
number**

1183487

Registered office

10 Silver Street
Warminster
BA12 8PS

Chief Executive Officer

Nick Gardham

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2023

The Trustees present their annual report together with the financial statements of the Charity for the period 1 January 2023 to 31 December 2023. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purposes are set out in the objects contained in the Company's Articles of Association and are as follows:

- The development of the capacity and skills of members of socially and economically disadvantaged communities in such a way that they are able to identify, and help meet, their needs and participate more fully in society.
- To advance public education and to promote the practice, theory and techniques of community organising.
- The prevention and relief of poverty by providing such support items and services to individuals as the trustees see fit.
- In furtherance of the objectives the Company shall at all times actively promote and take into consideration the principles of equality of opportunity.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

Community Organisers has continued its strategy to work both with members of socially disadvantaged communities, whilst maintaining positive and productive links with national and regional bodies including central government, public bodies, charitable trusts and foundations and other charitable and voluntary sector bodies.

To further develop and strengthen the practice of community organising, the Organisation has continued to develop its support offer to those working on the frontline of communities by providing regular personal and professional development via its Community Practitioners Network.

Building on our campaigning activity that saw the successful launch of the National Databank through the #OperationWiFi campaign, the organisation has sought to further develop its campaigning and action work by identifying issues across its network and then mobilising people around these.

c. Activities undertaken to achieve objectives

- **Over 2200 people** remain committed to being part of the growing community organising movement
- **739 hours of quality assured learning** through our exclusive short courses in community organising principles of practice

COMMUNITY ORGANISERS LIMITED

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- **2160 hours of learning** through our nationally recognised qualifications such as the **Award in Community Organising**
- **240+ community leaders, activists and practitioners** signed up as members of the Community Practitioners Network (CPN) across the UK
- **114 organisations** signed up as part of our Cost of Living Alliance
- **12 new Social Action Hubs** have joined our Social Action Hub Network bringing the total to 26

Training:

In January, funded by Power to Change, Community Organisers began to support a further [15 locally rooted organisations across the North East and West Midlands](#), to develop as Social Action Hubs (SAHs). We have helped them develop a Theory of Change and action plan that embeds a community organising approach within their organisation. We trained them in 3 of our 4 courses (with the final one taking place in 2024) and will continue to provide mentoring, support and capacity building.

This work brought our network Social Action Hubs to 26 with us also delivering training to two new Social Action Hubs to help them understand the role of listening in community organising. [Communities Together CIC](#) in Tamworth supports residents across Southern Staffordshire with their mental and physical well-being and they are planning a series of community events across all 10 wards of Tamworth to listen deeply, identify leaders within the community and support them to take action. [IntoBodmin](#) is a community and arts organisation based in Bodmin that operates out of the Old Library and runs a café and co-working space. Team members will be listening to residents to find out what they like about where they live, what the issues are and what ideas they have to make the town better.

Our [National Academy of Community Organising](#) restarted our training with 13 one day courses being delivered totaling 793 hours of learning as well as 9 [Taster Sessions](#). Taster sessions are FREE and have given 234 people the opportunity to find out more about our Community Organising Framework and Principles of Practice, providing an introduction to the theory alongside real-world examples of how it has been applied. These individuals have had the chance to network and connect with others who are on a similar journey and have been from national charities, local voluntary sector organisations, schools, universities, housing associations, student unions, campaigning organisations and many others.

We also taught two more cohorts of Wildlife Trust staff on the [Award in Community Organising](#), our nationally-recognised qualification that explores the theory and practice of community organising. These cohorts brought the total number of Wildlife Trust staff who have undertaken the course to 125 from 46 different Trusts across the UK equipping them with the skills, knowledge and behaviours required of a Community Organiser. Their [2030 Strategy](#) is built upon five Strategic Transformations, one of which is *"Inspiring community organising and mobilising, especially among young people"*. We are proud of the [partnership](#) we have developed with the Wildlife Trusts as they adopt community organising as their method of engaging with communities to bring about local change.

Membership and Support

Over the summer, we focused on expanding our [Associate Network](#) by opening it up to new applicants to strengthen our capacity to deliver consultancy and support work to other organisations. We have 12 new members signed up this year with a wide range of highly skilled and experienced individuals in our network, with varying backgrounds across community organising, community development, health and social care, business and many other sectors. So far, we have commissioned these Associates to deliver training, community engagement on the ground, facilitate group discussions (highlighted below), coach and mentor, develop leaders and resolve community conflict.

As part of our consultancy programmes we delivered work for Hammersmith and Fulham Council on their Building Trust Programme. Thirteen listening events were held across the Hammersmith and Fulham

Borough. The project is a groundbreaking initiative that seeks to transform the way health and care services are delivered to black residents in Hammersmith and Fulham.

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Working in collaboration with the Council and training provider, Apricot Wellbeing, we supported community leaders from the borough's voluntary and community sector to hold a series of listening events, which engaged a total of 62 participants, including 48 individuals from various black Voluntary and Community Led Organisations as well as 12 Senior Managers from NHS and the London Borough of Hammersmith & Fulham. The ultimate goal of the project is to drive lasting changes in health and care services, with a specific focus on addressing the unique challenges faced by black residents, promoting inclusivity, trust, and improved health outcomes. Read the full story [HERE](#)

As well as strengthening our constulancy and support offer we also developed a new online learning series called '*Framework Focus – How to Listen to Communities, Develop Leaders and Build Power*'. So far **200+ students** have signed up to this self-directed online series consists of over 70 short videos that take you through each aspect of our Community Organising Framework, from reaching out and listening to seeing long term community-driven change. The course features two case studies: Octopus Communities, a network of 15 community centres in Islington with a particular focus on health and wellbeing and #OperationWiFi, a digital campaign around the issue of data poverty. The series explores how each of these different organisations applied the Community Organising Framework and saw significant results in achieving their goals as a result.

European Activities

As part of our work exploring the growth and development of community organising in Europe we have developed a 'Learning Lab' that promotes exchange and learning and develops the relationships between those involved with the practice of community organising – see our interactive [map](#), for the full list of organisations we are working with.

We completed 6 Learning visits to Hungary, Germany, Sweden, France, Slovakia and Greece and also hosted 6 learning visits in the UK. Our flat above the office is a resource we used to host these organisations and we are offering this for FREE for any organisations who would like to visit us. When the flat is not in use it is used as an AirBnB and has brought in £23,000 worth of revenue throughout 2023, which has been used to support our issue based campaigning work.

In June we hosted Angelika Fröhling and Sami Atris from [DICO](#) and who wanted to find out more about how we fund organising in the UK. In September we hosted [LSA Bewoners](#) from The Netherlands who currently use an ABCD approach in their work and who wanted to explore the other elements of our framework around power and leadership.

We also hosted [Civil College Foundation](#) (CKA) from Hungary, who spoke to us about their campaigning work. In October we hosted [The Common Thing Foundation](#) from Poland who wanted to find out more about issue-based organising in particular building large campaigns and a network of people. Our last visit was from the [Federation Of Community Organising](#) from Germany who learnt more about community organising in the context of young people, homelessness and migrants. They visited [POMOC](#) in Liverpool, [Acorn](#) in Manchester and [TCC](#) in Wales where they learnt about organising and young people. One of the interesting learnings from this project, which led to a webinar around [“Comparing Approaches to Community Organising”](#) has been not one size fits all when it comes to organising, with each organisation we have visited or who have visited us taking a slightly different approach.

All of these visits have helped to build up an evidence base of “what works” and we have produced guides on [“A Guide to Recruiting a Community Organising”](#) with various case-studies from across the UK and a Guide for [“Issue-based Organising for Single Issue Groups”](#) which came out of our Organising Around an Issue webinar.

We are in the process of drafting our next publication: “People, Process and Values: A Comparative look at Community Organising and the Community Organiser” and is a culmination of all the learning visits and webinars we have done. This will Build an evidence base to leverage in funds that demonstrates the value of

investing in the *process* of organising, as well as the *outcomes* building a picture of what works.

Action

COMMUNITY ORGANISERS LIMITED

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We continued to convene the Cost of Living Alliance made up of over 114 organisations to amplify the voices of those disproportionately impacted by the Cost of Living Crisis. We held our first ever Cost Of Living Summit as part of the [Cost-of-Living Alliance](#) (COLA). They have organised 4 Local Summits with the main summit so far being held in Bishop Auckland – the intention is to build towards a major event in Manchester in 2024 that can bring the voices of those seldom heard into the conversation about how we can ensure that policy makers do not design policies that disproportionately impact those on the lowest incomes

Through the Cost of Living Alliance, conversations have started with activists and movement builders across Race Equity and Environmental Movements to explore the intersections of these issues with economic deprivation to explore how efforts may be united to address the root causes of inequality.

Achievements and performance

a. Review of activities

2023 has seen us develop and sharpen our organisation's offer which is now built around the "Three Pillars of Community Organising"; ['Training', 'Support' and 'Action'](#).

We have developed this because we know that good community organising practice is built upon high quality training, experienced mentoring and support and, of course, putting the learning in to practice.

Throughout this year we have sought to strengthen all three of the Pillars to ensure that we can both develop and sustain good quality community organising practice on the ground in local neighbourhoods.

We have also invested the resources in developing work that would look to sustain the core activities of the Charity in the longer term. By working with colleagues at the University of Durham we have continued to champion pathways into community organising through the [Community First](#) Graduate Scheme and have been pushing for Government and other external bodies to recognise the importance of creating the next generation of community workers.

In addition, we have also started to explore how we can strengthen the 'Action' Pillar of the Charities work through engagement with Trusts and Foundations that can core fund this activity.

b. Fundraising activities and income generation

The Charity did not engage in any fundraising activities during this financial period and did not engage any external fundraisers. Income received during the period came primarily through the delivery of contracts associated with delivery of the Charity's objectives and primary purposes.

c. Investment policy and performance

The Charity does not hold any investments.

d. Volunteers

Although the Charity did not have any volunteers to manage directly during the period under review. However, the Charity maintains a volunteer policy and carefully reviews this, together with its volunteer activity annually. This is overseen by the Board with day to day responsibility delegated to the Chief Executive.

Financial review

a. Going concern

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After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Community Organisers maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The Board of Trustees will review the above criteria with reference to Community Organisers' strategy and Annual Plan and determine the target level of free reserves to meet these. In the current year the target level of free reserves has been set at not less than six months core operating costs and although the current level of free liquid reserves has fallen below this, the Trustees expect the level of free reserves to improve during next year. The trustees consider the current free reserves to be sufficient for the day to day operations of the Charity to continue safely. At 31 December 2023 the free reserves of the charity were £75,700 (2022: £150,375).

The Board of Trustees will at times designate funds from free reserves for significant project costs or replacement of major assets.

c. Principal risks and uncertainties

The Charity has continued to develop its income from continued trading however, due to economic uncertainties and reduction in Government Programmes it is unclear whether the Organisation will deliver any large programmes such as the previous ones it has been involved with. However, despite this, the Charity is pursuing Trusts and Foundations as well as other larger contracts to ensure that it can continue to keep trading. The Charity has a robust budgeting cash flow management system which keeps the management and Board regularly apprised of the position and decisions relating to future costs are made with this information taken into account.

d. Financial risk management objectives and policies

Financial risk is managed through the Charity's Policy Manual which is reviewed and approved by the Board on a bi- annual basis.

The Manual includes policies covering:

- Delegation of responsibilities and levels of authority
- Reserves
- Conflicts of interest
- Segregation of duties
- Controls on Budget, Income and expenditure
- Controls on fixed and financial assets
- Controls on human resources
- Expenses
- Debt management

e. Principal funding

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Community Organisers aims to achieve an annual surplus each year which is sufficient to meet the working capital of the organisation and to ensure the development of the organisation is resourced as it expands in order to be able to continue to provide a service to our beneficiaries.

Community Organisers has identified training, consultancy to finance these through income streams that are as secure and long term as possible.

Structure, governance and management**a. Constitution**

Community Organisers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees holds responsibility for the decisions and activity of the Charity. The day to day management of the Charity is delegated to the Chief Executive who is also involved in setting policies which are only adopted after approval by the Board.

The Chief Executive is supported by the part time Finance Director, Head of the National Academy of Community Organising, the National Member Organiser and the operations and administrative staff.

The Head of the National Academy of Community Organising also reports directly to the Chief Executive who is in turn supported by a part time administrator and Internal Verifier who both hold relevant specialist expertise. The post is currently vacant, however training delivery continues through our national network of certified trainers.

d. Policies adopted for the induction and training of Trustees

New Trustees are trained and informed of their responsibilities in accordance with guidelines issued by the Charities Commission. Trustees are required to attend workshop training provided by a specialist in Charity Governance. No new trustees were appointed during the year who require this training.

e. Related party relationships

The organisation has no related party relationships

Plans for future periods

The organisation is developing its plans for the following financial period so that it can continue to attract resources to deliver on its strategy to work with people in socially and economically deprived neighbourhoods and work towards the relief of poverty.

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The Organisation intends to further develop its success of the #OperationWiFi campaign by developing further Action Groups on issues that are identified within and across the Membership including Food and Fuel Poverty.

The Organisation also aims to further develop the relationship with Durham University to continue to explore the potential for a Community First Graduate Programme.

As the Government and other national bodies look to recover from the Pandemic we aim to build on our existing good relationships and previous work with them to support them to develop programmes and activities that can embed the work of the Charity to enable it to secure further resources and enabling it to deliver effectively on its charitable objectives. The organisation also aims to continue to expand its partnerships with other organisations to increase its reach and enable it to deliver on its charitable objects.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 30th September and signed on their behalf by:

S P Bedding

Chair of Trustees

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

Independent Examiner's Report to the Trustees of Community Organisers Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 December 2023.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity 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.

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INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2023

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. My work 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 work or for this report.

Kingston Business Management
CO Business Hub
10, Silver Street
Warminster
BA12 8PS

30th September 2024

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 DECEMBER 2023**

		Unrestricted Funds Year ended 31-Dec 2023	Total Funds Year ended 31-Dec 2023	Total Funds Year ended 31-Dec 2022
	Note	£	£	£
Income from:				
Donations and legacies	3	0	0	5
Charitable activities	4	138,128	138,128	214,555
Investment Income	5	20,700	20,700	12,151
Grants	6	69,822	69,822	90,008
Other income	6	765	765	0
Total income		229,415	229,415	316,719
Expenditure on:				
Charitable activities	7	302,647	302,647	326,361
		-73,232	-73,232	-9,642
Net movement in funds		-73,232	-73,232	-9,642
Reconciliation of funds:				
Total funds brought forward		315,602	315,602	325,244
Net movement in funds		-73,232	-73,232	-9,642
		242,370	242,370	315,602

The Statement of Financial Activities includes all gains and losses recognised in the period. The notes on pages 13 to 25 form part of these financial statements

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET
AS AT 31 DECEMBER 2023

		31	31
		December	December
		2023	2022
	Note	£	£
Fixed assets			
Tangible assets	12	<u>166,670</u>	<u>167,227</u>
Current assets			
Debtors	13	592	10,843
Cash at bank and in hand		<u>105,805</u>	<u>190,142</u>
		106,397	200,985
Creditors: amounts falling due within one year	14	<u>9,997</u>	<u>25,460</u>
Net current assets / liabilities		<u>96,400</u>	<u>175,525</u>
Total assets less current liabilities		<u>263,070</u>	<u>342,752</u>
Creditors: amounts falling due after one year		<u>20,700</u>	<u>27,150</u>
		<u>242,370</u>	<u>315,602</u>
Charity funds			
Unrestricted funds	15	<u>242,370</u>	<u>315,602</u>
Total funds		<u>242,370</u>	<u>315,602</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 30th September 2024 and signed on their behalf by:

S P Bedding

Director

The notes on pages 13 to 25 form part of these financial statements.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

1. General information

Community Organisers Limited is a charitable private company limited by guarantee, registered in England and Wales, company registered number 08180454, charity registered number 1183487. Its registered office is 10 Silver Street, Warminster, Wiltshire, BA12 8PS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Community Organisers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The trustees consider there are adequate liquid funds available to sustain the charity through the next financial year.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- Nil
Fixtures and fittings	- 25%
Computer equipment	- 25%

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

3. Income from donations and legacies

	Unrestricted Funds	Total Funds	Total Funds
	Year	Year	Year
	ended	ended	ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Donations	0	0	5
Total	0	0	5

4. Income from charitable activities

	Unrestricted Funds	Total Funds	Total funds
	Year	Year	Year
	ended	ended	ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Income from charitable activities	38,593	38,593	108,405
Contract income	99,535	99,535	106,150
Total	138,128	138,128	214,555

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

5. Investment income

	Unrestricted Funds	Total Funds	Total funds
	Year	Year	Year
	ended	ended	ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Rents received	20,700	20,700	12,151
Investment income	0	0	0
Total	20,700	20,700	12,151

6. Other incoming resources

	Unrestricted Funds	Total Funds	Total funds
	Year	Year	Year
	ended	ended	ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Other income	0	0	0
Total	0	0	0

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted Funds	Total Funds	Total funds
	Year	Year	Year
	ended	ended	ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Direct costs	302,647	302,647	326,361
Total	302,647	302,647	326,361

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

8. Analysis of expenditure by activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2023	2023	2022
	£	£	£
Direct costs	302,647	302,647	326,361

	Activities undertaken:		
	Directly	Support	Total
	Year ended	Year ended 31	Year ended
	31 March	March	31 March
	2023	2023	2023
	£	£	£
Direct costs	251,923	50,724	302,647

**9. Independent examiner's
remuneration**

	Year ended	Year ended
	31	31
	December	December
	2023	2022
	£	£
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	0	0
Other services not included above	0	0

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

10. Staff costs

	Year ended 31 December 2023 £	Year ended 31 December 2022 £
Wages and salaries	118,715	185,559
Social security costs	6,040	14,108
Contribution to defined contribution pension schemes	1,712	3,684
	<u>126,467</u>	<u>203,351</u>

The average number of persons employed
by the Charity during the period was as
follows:

	Year ended 31 December 2023 No.	Year ended 31 December 2022 No.
Staff	<u>4</u>	<u>7</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive Officer
The employee benefits of the key management personnel of the charity were £59,950.

11. Trustees' remuneration and expenses

During the period no Trustees received any remuneration or other benefits (2022 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023

12. Tangible fixed assets

	Freehold and property	Fixtures Fittings	Computer equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2022	165,000	2,564	8,100	175,664
At 31 December 2022	165,000	2,564	8,100	175,664
Depreciation				
At 1 January 2023	-	2,012	6,425	8,437
Charge for the period	-	138	419	557
At 31 December 2023	-	2,150	6,844	8,994
Net book value				
At 1 January 2023	165,000	2,564	8,100	175,664
At 31 December 2023	165,000	414	1,256	166,670

13. Debtors

	31 December 2023 £	31 December 2022 £
Due within one year		
Trade debtors	592	10,843
	592	5,623

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023**

14. Creditors: Amounts falling due within one year

	31	31
	December	December
	2023	2022
	£	£
Trade creditors	0	5380
Other taxation and social security	85	6,583
Other creditors	3912	3,380
Accruals and deferred income	6,000	0
	<u>9,997</u>	<u>9,213</u>

	31	31
	December	December
	2023	2022
	£	£
Deferred income at 1 January 2023	13,497	125,000
Deferred Income - this period	6,000	13,497
Amounts released from previous periods	<u>-13,497</u>	<u>-125,000</u>
	6,000	13,497

Creditors: Amounts falling due after one year

Unsecured Bounce Back loan	<u>20,700</u>	<u>27,150</u>
	20,700	27,150

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2023**

15. Statement of funds

Statement of funds - current period

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
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Unrestricted funds

General Funds	315,602	229,415	-302,647	242,370
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Statement of funds - prior period

	Balance at 1 January 2022 £	Income £	Expenditure £	Balance at 31 December 2022 £
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Unrestricted funds

General Funds	325,244	316,719	-326,361	315,602
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16. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £1,712 (2022 - £3,684).

17. Related party transactions

No related party transactions took place during the Year.

ENDS

COMMUNITY ORGANISERS LIMITED

England & Wales - Charity number 1183487

Accounts

Registered number: 08180454
Charity number: 1183487

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

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COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 DECEMBER 2022**

Trustees

S P Bedding
E L Barrett
G F Jenkins
D E Kirk-Adams (Resigned 25/6/2022)
D Kirkwood (Resigned 25/6/2022)
M R Rocco
T Scott
S S Smith
M A Sylla

**Company registered
number**

08180454

**Charity registered
number**

1183487

Registered office

10 Silver Street
Warminster
BA12 8PS

Chief Executive Officer

Nick Gardham

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2022

The Trustees present their annual report together with the financial statements of the Charity for the period 1 January 2022 to 31 December 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purposes are set out in the objects contained in the Company's Articles of Association and are as follows:

- The development of the capacity and skills of members of socially and economically disadvantaged communities in such a way that they are able to identify, and help meet, their needs and participate more fully in society.
- To advance public education and to promote the practice, theory and techniques of community organising.
- The prevention and relief of poverty by providing such support items and services to individuals as the trustees see fit.
- In furtherance of the objectives the Company shall at all times actively promote and take into consideration the principles of equality of opportunity.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

Community Organisers has continued its strategy to work both with members of socially disadvantaged communities, whilst maintaining positive and productive links with national and regional bodies including central government, public bodies, charitable trusts and foundations and other charitable and voluntary sector bodies.

To further develop and strengthen the practice of community organising, the Organisation has continued to develop its support offer to those working on the frontline of communities by providing regular personal and professional development via its Community Practitioners Network.

Building on our campaigning activity that saw the successful launch of the National Databank through the #OperationWiFi campaign, the organisation has sought to further develop its campaigning and action work by identifying issues across its network and then mobilising people around these.

c. Activities undertaken to achieve objectives

- **Over 2000 people** remain committed to being part of the growing community organising movement
- **1500+ hours of quality assured learning** through our exclusive short courses in community organising principles of practice

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

- **3500+ hours of learning** through our nationally recognised qualifications such as the **Award in Community Organising**
- **Listened to 400 people in 10 areas** of England as part of the National Listening Campaign 2022
- **Over 150+ community leads** signed up as members of the the Community Practitioners Network (CPN) across the UK

Training:

Training is provided via the National Academy of Community Organising (NACO). 2022 saw the start of the relationship between Community Organisers and the Royal Society of Wildlife Trusts who were successful in securing a grant to deliver an indepth training and support programme with **46 Wildlife Trusts** across the UK to help them embed community organising as part of their **Nextdoor Nature** project. This project saw 125 employees and volunteers across the Wildlife Trusts network undertake the **L2 and L3 Award in Community Organising**.

2022 saw a marked shift in the way in Community Organisers delivered training with national charities, housing associations and other larger organisations wanting online training and support. This demand on the Core team meant that we had to increase our central delivery capacity by bringing in a new Lead Trainer to support this work.

Membership and Support

In Spring of 2022 we launched a **National Listening Campaign** in partnership with the **Joseph Rowntree Foundation** (JRF), listening in **10 areas** across England. We upskilled **30** local volunteers in the principles and practice of community organising supporting them to listen to over **400** residents. The emergent themes and activities were analysed with JRF with two priorities:

1. That activities such as grassroots listening campaigns would inform JRF's policy processes for identifying emergent priorities, and,
2. Local actions plans would be established for each of the 10 areas

The partnership with JRF, led to the publication of the learning resource "**Organising an Effective Listening Campaign**". This coincided with the release of the listening campaign **final report**.

To further strengthen our support offer we also started a regular programme of webinars, guest lectures, wider conversations, and **Peer Learning Circles** (PLC) to support frontline community practitioners with their practice of community organising with content from a local, regional, national, and international perspective.

European Activities

With support from the National Lottery Community Fund, Community Organisers launched a programme to work with European partners to explore how civil society in the UK can learn from community organising efforts in other countries.

Over 2022, a network of **39** individuals and organisations all involved in community organising from across Poland, Romania, Bulgaria, Italy, Greece, Sweden, Hungary, Germany, France and Spain was built.

To support the learning exchange the organisation also sent its staff members to visit Hungary, Germany, France and Sweden.

Online learning events took place to support knowledge sharing and webinars were organised discussing topics such as personal and community resilience, community organising and young people and community foundations and their role in community organising.

COMMUNITY ORGANISERS LIMITED
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In addition the organisation also sent team members to the annual [European Community Organising Network](#) (ECON) event, The Citizen Participation University (CPU), in Hungary. The CPU is the location where organisers from across Europe and North America gathered together to think critically about their work in relation to 'crises', and the climate crisis in particular; '[Organising in Times of Crisis](#)'.

The organisation also hosted a 6 month placement from Madrid under the Erasmus for Young Entrepreneurs.

Action

Building on the success of the #OperationWiFi campaign and the Alliance that was built, the Organisation began a listening campaign amongst the members of the Alliance to identify what actions could be taken to address growing concerns relating to both rising foodbank queues and financial pressures being experienced by those on pre-payment fuel meters.

Following this, there was an emergent need to establish a wider coalition looking at the broader concerns of the Cost of Living. The organisation has convened the [Cost of Living Alliance](#) with three core priorities:

- 1.**INFORM**: Build a community-led evidence base of the impact of the Cost of Living crisis across the UK
- 2.**INSPIRE**: Inspire cross-sector engagement and collaboration to identify short (1-2 years), medium (3-5 years) and longer-term (10 years) community-led solutions to the crisis, helping to ensure that everyone can afford their everyday needs
- 3.**INFLUENCE CHANGE**: Use our collective influence to call for changes by government, business, funders, civil society organisations and other power holders, helping UK communities to survive and thrive

Achievements and performance

a. Review of activities

Despite the impacts of COVID19 on the Charities operational activities and relationships with Government, the charity plans continuing the activities outlined above and build on its strategy set out in People, Power and Place in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to advance our online training offer to secure further income from trading, membership fees, Social Action Hubs, Trusts and Foundations

b. Fundraising activities and income generation

The Charity did not engage in any fundraising activities during this financial period and did not engage any external fundraisers. Income received during the period came primarily through the delivery of contracts associated with delivery of the Charity's objectives and primary purposes.

c. Investment policy and performance

The Charity does not hold any investments.

d. Volunteers

Although the Charity did not have any volunteers to manage directly during the period under review. However, the Charity maintains a volunteer policy and carefully reviews this, together with its volunteer activity annually. This is overseen by the Board with day to day responsibility delegated to the Chief Executive.

COMMUNITY ORGANISERS LIMITED

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Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Community Organisers maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The Board of Trustees will review the above criteria with reference to Community Organisers' strategy and Annual Plan and determine the target level of free reserves to meet these. In the current year the target level of free reserves has been set at not less than six months core operating costs and the current level of free liquid reserves allows for this. At 31 December 2022 the free reserves of the charity were £150,375 (2021: £157,503).

The Board of Trustees will at times designate funds from free reserves for significant project costs or replacement of major assets.

c. Principal risks and uncertainties

The Charity has continued to develop its income from continued trading however, due to economic uncertainties and reduction in Government Programmes it is unclear whether the Organisation will deliver any large programmes such as the previous ones it has been involved with. However, despite this, the Charity is pursuing Trusts and Foundations as well as other larger contracts to ensure that it can continue to keep trading. The Charity has a robust budgeting cash flow management system which keeps the management and Board regularly apprised of the position and decisions relating to future costs are made with this information taken into account.

d. Financial risk management objectives and policies

Financial risk is managed through the Charity's Policy Manual which is reviewed and approved by the Board on a bi- annual basis.

The Manual includes policies covering:

- Delegation of responsibilities and levels of authority
 - Reserves
 - Conflicts of interest
 - Segregation of duties
 - Controls on Budget, Income and expenditure
 - Controls on fixed and financial assets
 - Controls on human resources
 - Expenses
 - Debt management
-

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

e. Principal funding

Community Organisers aims to achieve an annual surplus each year which is sufficient to meet the working capital of the organisation and to ensure the development of the organisation is resourced as it expands in order to be able to continue to provide a service to our beneficiaries.

Community Organisers has identified training, membership fees, programme delivery, consultancy and asset based income as the core activities and will seek to finance these through income streams that are as secure and long term as possible.

Structure, governance and management

a. Constitution

Community Organisers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees holds responsibility for the decisions and activity of the Charity. The day to day management of the Charity is delegated to the Chief Executive who is also involved in setting policies which are only adopted after approval by the Board.

The Chief Executive is supported by the part time Finance Director, Head of the National Academy of Community Organising, the National Member Organiser and the operations and administrative staff.

The Head of the National Academy of Community Organising also reports directly to the Chief Executive who is in turn supported by a part time administrator and Internal Verifier who both hold relevant specialist expertise. The post is currently vacant, however training delivery continues through our national network of certified trainers.

d. Policies adopted for the induction and training of Trustees

New Trustees are trained and informed of their responsibilities in accordance with guidelines issued by the Charities Commission. Trustees are required to attend workshop training provided by a specialist in Charity Governance. No new trustees were appointed during the year who require this training.

e. Related party relationships

The organisation has no related party relationships

COMMUNITY ORGANISERS LIMITED
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Plans for future periods

The organisation is developing its plans for the following financial period so that it can continue to attract resources to deliver on its strategy to work with people in socially and economically deprived neighbourhoods and work towards the relief of poverty.

The Organisation intends to further develop its success of the #OperationWiFi campaign by developing further Action Groups on issues that are identified within and across the Membership including Food and Fuel Poverty.

The Organisation also aims to further develop the relationship with Durham University to continue to explore the potential for a Community First Graduate Programme.

As the Government and other national bodies look to recover from the Pandemic we aim to build on our existing good relationships and previous work with them to support them to develop programmes and activities that can embed the work of the Charity to enable it to secure further resources and enabling it to deliver effectively on its charitable objectives. The organisation also aims to continue to expand its partnerships with other organisations to increase its reach and enable it to deliver on its charitable objects.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 31st October 2023 and signed on their behalf by:

S P Bedding

Chair of Trustees

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2022

Independent Examiner's Report to the Trustees of Community Organisers Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 December 2022.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity 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.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2022

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. My work 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 work or for this report.

Kingston Business Management
CO Business Hub
10, Silver Street
Warminster
BA12 8PS

31st October 2023

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 DECEMBER 2022**

		Unrestricted funds	Total funds	Total funds
		Year ended	Year ended	Year ended
		31-Dec	31-Dec	31-Dec
		2022	2022	2021
	Note	£	£	£
Income from:				
Donations and legacies	3	5	5	5
Charitable activities	4	214,555	214,555	309,291
Investments	5	12,151	12,151	1
Grants	6	90,008	90,008	12,209
Other income	6	0	0	1,300
Total income		<u>316,719</u>	<u>316,719</u>	<u>322,806</u>
Expenditure on:				
Charitable activities	7	326,361	326,361	312,964
		<u>-9,642</u>	<u>-9,642</u>	<u>9,842</u>
Net movement in funds		<u>-9,642</u>	<u>-9,642</u>	<u>9,842</u>
Reconciliation of funds:				
Total funds brought forward		325,244	325,244	315,402
Net movement in funds		<u>-9,642</u>	<u>-9,642</u>	<u>9,842</u>
		<u>315,602</u>	<u>315,602</u>	<u>325,244</u>

The Statement of Financial Activities includes all gains and losses recognised in the period. The notes on pages 13 to 25 form part of these financial statements

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	31 December 2022 £	31 December 2021 £
Fixed assets			
Tangible assets	12	167,227	167,741
Current assets			
Debtors	13	10,843	5,623
Cash at bank and in hand		190,142	191,093
		200,985	196,716
Creditors: amounts falling due within one year			
	14	25,460	9,213
Net current assets / liabilities		175,525	187,503
Total assets less current liabilities		342,752	355,244
Creditors: amounts falling due after one year			
		27,150	30,000
		315,602	325,244
Charity funds			
Unrestricted funds	15	315,602	325,244
Total funds		315,602	325,244

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2022

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 31st October 2023 and signed on their behalf by:

S P Bedding

Director

The notes on pages 13 to 25 form part of these financial statements.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

1. General information

Community Organisers Limited is a charitable private company limited by guarantee, registered in England and Wales, company registered number 08180454, charity registered number 1183487. Its registered office is 10 Silver Street, Warminster, Wiltshire, BA12 8PS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Community Organisers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The trustees consider there are adequate liquid funds available to sustain the charity through the next financial year.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- Nil
Fixtures and fittings	- 25%
Computer equipment	- 25%

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

3. Income from donations and legacies

	Unrestricted Funds	Total Funds	Total Funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Donations	5	5	5
	<u>5</u>	<u>5</u>	<u>5</u>

4. Income from charitable activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Income from charitable activities	108,405	108,405	153,164
Contract income	106,150	106,150	156,127
Total	<u>214,555</u>	<u>214,555</u>	<u>309,291</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022**

5. Investment income

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Rents received	12,151	12,151	1300
Investment income	0	0	1
	<u>12,151</u>	<u>12,151</u>	<u>1301</u>

6. Other incoming resources

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Other income	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Direct costs	<u>326,361</u>	<u>326,361</u>	<u>312,964</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022**

8. Analysis of expenditure by activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2022	2022	2021
	£	£	£
Direct costs	<u>326,361</u>	<u>326,361</u>	<u>312,964</u>

	Activities undertaken	Support	Total
	Directly		
	Year ended 31 March	Year ended 31 March	Year ended 31 March
	2022	2022	2022
	£	£	£
Direct costs	279,542	46,819	326,361

9. Independent examiner's remuneration

	Year ended	Year ended
	31	31
	December	December
	2022	2021
	£	£
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	2,000	0
Other services not included above	0	0

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

10 Staff costs

	Year ended 31 December 2022 £	Year ended 31 December 2021 £
Wages and salaries	185,559	184,721
Social security costs	14,108	13,877
Contribution to defined contribution pension schemes	3,684	2,946
	<u>203,351</u>	<u>201,544</u>

The average number of persons employed by the Charity during the period was as follows:

	Year ended 31 December 2022 No.	Year ended 31 December 2021 No.
Staff	<u>7</u>	<u>7</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £59,950.

11. Trustees' remuneration and expenses

During the period no Trustees received any remuneration or other benefits (2021 - £NIL).

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

12. Tangible fixed assets

	Freehold property	Fixtures and Fittings	Computer equipment	Total
	£		£	£
Cost or valuation				
At 1 January 2022	165,000	2,564	8,100	175,664
At 31 December 2022	165,000	2,564	8,100	175,664
Depreciation				
At 1 January 2022	-	1,889	6,034	7,923
Charge for the period	-	123	391	514
At 31 December 2022	-	2,012	6,425	8,437
Net book value				
At 31 December 2022	165,000	552	1,675	167,227
At 1 January 2022	165,000	675	2,066	167,741

13. Debtors

	31 December 2022 £	31 December 2021 £
Due within one year		
Trade debtors	10,843	5,623
	10,843	5,623

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

14. Creditors: Amounts falling due within one year

	31	31
	December	December
	2022	2021
	£	£
Bank overdrafts		-
Trade creditors	5,380	0
Other taxation and social security	6,583	5,833
Other creditors		3,380
Accruals and deferred income		
	<u>13,497</u>	<u>0</u>
	25,460	9,213

	31	31
	December	December
	2022	2021
	£	£
Deferred income at 1 January 2022	125,000	341,680
Deferred Income - this period	13,497	0
Amounts released from previous periods	<u>-125,000</u>	<u>-216,680</u>
	13,497	125,000

Creditors: Amounts falling due after one year

"Bounce Back"	<u>27,150.00</u>	<u>30,000.00</u>
Unsecured bank loan	27,150.00	30,000.00

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

15. Statement of funds

Statement of funds - current period

	Balance at			Balance at
	1			31
	January			December
	2022	Income	Expenditure	2022
	£	£	£	£
Unrestricted funds				
General Funds	325,244	316,719	-326,361	315,602

Statement of funds - prior period

	Balance at			Balance at
	1			31
	January			December
	2021	Income	Expenditure	2021
	£	£	£	£
Unrestricted funds				
General Funds	315,402	322,806	-312,964	325,244

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

**16. Analysis of net assets
between funds**

Current Period

	Unrestricted funds 31 December 2022 £	Total funds 31 December 2021 £
Tangible fixed assets	167,227	167,741
Current assets	200,985	196,716
Creditors due within one year	-25,460	-9,213
Creditors due after one year	-27,150	-30,000
Total	315,602	325,244

Prior Period

	Unrestricted funds 31 December 2021 £	Total Funds 31 December 2020 £
Tangible fixed assets	167,741	168,655
Current assets	196,716	299,260
Creditors due within one year	-9,213	-122,513
Creditors due after one year	-30,000	-30,000
Total	325,244	315,402

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Year ended 31 December 2022 £	Year ended 31 December 2021 £
Net income (expenditure) for the period (as per Statement of Financial Activities)	-9,642	9,842
Adjustments for:		
Depreciation charges	514	914
Decrease/(increase) in debtors	-5,220	-4,710
Increase (decrease) in creditors	13,397	-113,300
Net cash provided by/(used in) operating activities	-951	-107,254

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2022

18. Analysis of cash and cash equivalents

	31	31
	December	December
	2022	2021
	£	£
Cash in hand	190,142	191,093
Total cash and cash equivalents	190,142	191,093

19. Analysis of Net Debt

	1st January 2022	Cash flows	31st December 2022
	£	£	£
Cash at bank and in hand	191,093	-951	190,142
	191,093	-951	190,142

20. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £3,684 (2021 - £2,946).

21. Related party transactions

No related party transactions took place during the Year.

COMMUNITY ORGANISERS LIMITED

England & Wales - Charity number 1183487

Accounts

Registered number: 08180454
Charity number: 1183487

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

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COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 DECEMBER 2021**

Trustees	E L Barrett S P Bedding G F Jenkins D E Kirk-Adams (Resigned 25/6/2022) D Kirkwood (Resigned 25/6/2022) J F Leathers (Resigned 9/8/2021) P S Newell (Resigned 8/5/2021) M R Rocco (Resigned 25/6/2022) T Scott S S Smith M A Sylla (Resigned 25/6/2022)
Company registered number	08180454
Charity registered number	1183487
Registered office	10 Silver Street Warminster BA12 8PS
Chief Executive Officer	Nick Gardham

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2021

The Trustees present their annual report together with the financial statements of the Charity for the period 1 January 2021 to 31 December 2021. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purposes are set out in the objects contained in the Company's Articles of Association and are as follows:

- The development of the capacity and skills of members of socially and economically disadvantaged communities in such a way that they are able to identify, and help meet, their needs and participate more fully in society.
- To advance public education and to promote the practice, theory and techniques of community organising.
- The prevention and relief of poverty by providing such support items and services to individuals as the trustees see fit.
- In furtherance of the objectives the Company shall at all times actively promote and take into consideration the principles of equality of opportunity.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

Community Organisers has continued its strategy to work both with members of socially disadvantaged communities, whilst maintaining positive and productive links with national and regional bodies including central government, public bodies, charitable trusts and foundations and other charitable and voluntary sector bodies.

The ability to bridge the local and national has been particularly important due to the global pandemic as the organisation has successfully being able to act as a national voice for those in low-income neighbourhoods who found themselves suffering most from the impacts of COVID19

c. Activities undertaken to achieve objectives

- **Over 1800 people** committed to being part of the growing community organising movement
- **2000+ hours of learning** took place across the network of Social Action Hubs that make up the National Academy of Community Organising
- **More than 350 people** completed our quality assured training courses, and,
- inspired by the #OperationWiFi campaign we catalysed **£12.5 million worth of mobile data** was gifted to the UK's first ever National Databank

COMMUNITY ORGANISERS LIMITED

(A Company Limited by Guarantee)

Training:

Training is provided via the National Academy of Community Organising (NACO) NACO is a network of affiliate. Social Action Hubs located around England. There are currently 15 Social Action Hubs, each is unique and works in its own way to ignite social change through community organising. All the Social Action Hubs are quality assured by Community Organisers to offer our training courses

Across our network of Social Action Hubs we have collectively issued more than 350 certificates for the quality assured short courses in community organising. Each course is around 6 hours long, which equates to 2000 hours of learning.

As well as providing training we launched a Trainee Community Organiser Programme to recruit 30 Community Organisers across the network of Social Action Hubs using the Government's Kickstart Programme. The programme has started and currently 14 Trainee Community Organisers have been recruited and are placed across 6 Social Action Hubs. 9 have completed all taught sessions of the national qualification in community organising with 5 newly recruited organisers starting the qualification in December. Given the social and economic challenges that 2021 presented, it has been a fantastic opportunity to create meaningful employment for young people and have positive wider community impact.

During 2021, and the lessons we learnt with online learning throughout 2020, we moved the Award in Community Organising online with 32 enrolments since March. Each Award contains 35 hours of taught learning so this year we have spent 75 hours teaching the Award online.

Membership and Support

At the beginning of 2021 we launched our Membership Recommitment which saw 550 people recommit as full members and 1271 sign up as supporters of Community Organisers. The full blog is [here](#)

In order to increase our 'support offer' for Members and to ensure those working in communities are supported we also trialed Peer Learning Circles amongst our membership, which led to a discussion around how our communities can recover from the pandemic. Or as we called it on our infographic [Roots to Recovery](#)

Following the trial we launched the Community Practitioner's Network. This brings together community practitioners from across the UK where people can learn, reflect and listen to each other's experiences. It also provides expert input and guidance through guest lectures, webinars and wider issue based discussion groups.

We also held our 7th annual event and our second online. This was named ["The Positive Power of Place"](#). We had 140 attendees over 4 days with 32 workshops and 37 hours of learning and discussion

Given the incredible work across our network during the pandemic we thought it would be interesting to look back at our first ever Community Organiser Programme to see where our original organisers are and if they're still organising. We titled this piece ["Our Journeys: A Collection of Community Organiser Stories"](#).

Action

In July 2021, VirginMedia O2 launched the UK's first National Databank. Following the ask of over 100 organisations that joined the #OperationWifi alliance campaigning to end data poverty, the databank was launched with over £12.5m of mobile phone data to be gifted to those that need it in times of crisis.

Tracey Herald of O2 paid thanks to Community Organisers by saying, 'Thank you for inspiring us with your vision and working with us to co-create a long term, collaborative solution'.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

Emma Stone of the Good Things Foundation who are supporting the role out of the National Databank said, "such a good result and wouldn't have happened without the power of #OperationWifi and the drive of community organisers".

Achievements and performance

a. Review of activities

Despite the impacts of COVID19 on the Charities operational activities and relationships with Government, the charity plans continuing the activities outlined above and build on its strategy set out in People, Power and Place in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to advance our online training offer to secure further income from trading, membership fees, Social Action Hubs, Trusts and Foundations

b. Fundraising activities and income generation

The Charity did not engage in any fundraising activities during this financial period and did not engage any external fundraisers. Income received during the period came primarily through the delivery of contracts associated with delivery of the Charity's objectives and primary purposes.

c. Investment policy and performance

The Charity does not hold any investments.

d. Volunteers

Although the Charity did not have any volunteers to manage directly during the period under review. However, the Charity maintains a volunteer policy and carefully reviews this, together with its volunteer activity annually. This is overseen by the Board with day to day responsibility delegated to the Chief Executive.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

COVID-19

Although COVID-19 has had a significant effect on our ability to engage in new business contracts and to deliver training work, our cash reserves have enabled us to continue to operate in supporting our network of members

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2021

Financial review (continued)

and organisations who work in local communities across England. We have used the Corona Virus Job Retention Scheme to furlough staff where areas of our service have been most deeply affected.

b. Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Community Organisers maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The Board of Trustees will review the above criteria with reference to Community Organisers' strategy and Annual Plan and determine the target level of free reserves to meet these. In the current year the target level of free reserves has been set at not less than six months core operating costs and the current level of free liquid reserves allows for this. At 31 December 2021 the free reserves of the charity were £157,503 (2020: £146,747).

The Board of Trustees will at times designate funds from free reserves for significant project costs or replacement of major assets.

c. Principal risks and uncertainties

The Charity has continued to develop its income from continued trading however, due to economic uncertainties and reduction in Government Programmes it is unclear whether the Organisation will deliver any large programmes such as the previous ones it has been involved with. However, despite this, the Charity is pursuing Trusts and Foundations as well as other larger contracts to ensure that it can continue to keep trading. The Charity has a robust budgeting cash flow management system which keeps the management and Board regularly apprised of the position and decisions relating to future costs are made with this information taken into account.

d. Financial risk management objectives and policies

Financial risk is managed through the Charity's Policy Manual which is reviewed and approved by the Board on a bi-annual basis.

The Manual includes policies covering:

- Delegation of responsibilities and levels of authority
- Reserves
- Conflicts of interest
- Segregation of duties
- Controls on Budget, Income and expenditure
- Controls on fixed and financial assets
- Controls on human resources
- Expenses
- Debt management

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2021

Financial review (continued)

e. Principal funding

Community Organisers aims to achieve an annual surplus each year which is sufficient to meet the working capital of the organisation and to ensure the development of the organisation is resourced as it expands in order to be able to continue to provide a service to our beneficiaries.

Community Organisers has identified training, membership fees, programme delivery, consultancy and asset based income as the core activities and will seek to finance these through income streams that are as secure and long term as possible.

Structure, governance and management

a. Constitution

Community Organisers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees holds responsibility for the decisions and activity of the Charity. The day to day management of the Charity is delegated to the Chief Executive who is also involved in setting policies which are only adopted after approval by the Board.

The Chief Executive is supported by the part time Finance Director, Head of the National Academy of Community Organising, the National Member Organiser and the operations and administrative staff.

The Head of the National Academy of Community Organising also reports directly to the Chief Executive who is in turn supported by a part time administrator and Internal Verifier who both hold relevant specialist expertise. The post is currently vacant, however training delivery continues through our national network of certified trainers.

d. Policies adopted for the induction and training of Trustees

New Trustees are trained and informed of their responsibilities in accordance with guidelines issued by the Charities Commission. Trustees are required to attend workshop training provided by a specialist in Charity Governance. No new trustees were appointed during the year who require this training.

e. Related party relationships

The organisation has no related party relationships.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2021

Plans for future periods

The organisation is developing its plans for the following financial period so that it can continue to attract resources to deliver on its strategy to work with people in socially and economically deprived neighbourhoods and work towards the relief of poverty.

The Organisation intends to further develop its success of the #OperationWiFi campaign by developing further Action Groups on issues that are identified within and across the Membership including Food and Fuel Poverty.

The Organisation also aims to further develop the relationship with Durham University to continue to explore the potential for a Community First Graduate Programme.

As the Government and other national bodies look to recover from the Pandemic we aim to build on our existing good relationships and previous work with them to support them to develop programmes and activities that can embed the work of the Charity to enable it to secure further resources and enabling it to deliver effectively on its charitable objectives. The organisation also aims to continue to expand its partnerships with other organisations to increase its reach and enable it to deliver on its charitable objects.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 31stth October 2022 and signed on their behalf by:

S P Bedding

Chair of Trustees

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2021

Independent Examiner's Report to the Trustees of Community Organisers Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 December 2021.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity 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)].

In the course of my examination of the accounting records of the charity I have reviewed the disclosures in the accounts in respect of the impact of COVID-19 on the financial statements. I draw your attention to the trustees' view on the impact of COVID-19 as disclosed on page 3 and the consideration given in the going concern basis of preparation on page 12.

The full impact following the emergence of COVID-19 is still unknown. It is still therefore not currently possible to evaluate all the potential implications to the charity's operations, beneficiaries and the wider economy.

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.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2021

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. My work 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 work or for this report.

Kingston Business Management
CO Business Hub
10, Silver Street
Warminster
BA12 8PS

31st October 2022

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 DECEMBER 2021

		Unrestricted funds	Total funds	Total funds
		Year ended	Year ended	Year ended
		31-Dec	31-Dec	31-Dec
		2021	2021	2020
	Note	£	£	£
Income from:				
Donations and legacies	3	5	5	105
Charitable activities	4	309,291	309,291	413,445
Investments	5	1	1	51
Grants	6	12,209	12,209	67,945
Other income	6	1,300	1,300	5,175
Total income		<u>322,806</u>	<u>322,806</u>	<u>486,721</u>
Expenditure on:				
Charitable activities	7	312,964	312,964	393,425
		<u>9,842</u>	<u>9,842</u>	<u>93,296</u>
Net movement in funds		<u>9,842</u>	<u>9,842</u>	<u>93,296</u>
Reconciliation of funds:				
Total funds brought forward		315,402	315,402	222,106
Net movement in funds		<u>9,842</u>	<u>9,842</u>	<u>93,296</u>
		<u>325,244</u>	<u>325,244</u>	<u>315,402</u>

The Statement of Financial Activities includes all gains and losses recognised in the period. The notes on pages 13 to 24 form part of these financial statements

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	31 December 2021 £	31 December 2020 £
Fixed assets			
Tangible assets	12	167,741	168,655
Current assets			
Debtors	13	5,623	913
Cash at bank and in hand		191,093	298,347
		196,716	299,260
Creditors: amounts falling due within one year			
	14	9,213	122,513
Net current assets / liabilities		187,503	176,747
Total assets less current liabilities		355,244	345,402
Creditors: amounts falling due after one year			
		30,000	30,000
		325,244	315,402
Charity funds			
Unrestricted funds	15	325,244	315,402
Total funds		325,244	315,402

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2021

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 31st October 2022 and signed on their behalf by:

S P Bedding

Director

The notes on pages 12 to 24 form part of these financial statements.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

1. General information

Community Organisers Limited is a charitable private company limited by guarantee, registered in England and Wales, company registered number 08180454, charity registered number 1183487. Its registered office is 10 Silver Street, Warminster, Wiltshire, BA12 8PS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Community Organisers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

At the time these financial statements are authorised there is an ongoing worldwide pandemic due to COVID-19. The measures taken by the Charity are highlighted in the Trustees report.

The trustees consider there are adequate liquid funds available to sustain the charity through the next financial year.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- Nil
Fixtures and fittings	- 25
Computer equipment	- 25

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

3. Income from donations and legacies

	Unrestricted Funds	Total Funds	Total Funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Donations	5	5	105
Government grants (CJRS)	12,209	12,209	67,945
	<u>12,214</u>	<u>12,214</u>	<u>68,050</u>

4. Income from charitable activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Income from charitable activities	153,164	153,164	74,348
Contract income	156,127	156,127	339,097
Total	<u>309,291</u>	<u>309,291</u>	<u>413,445</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

5. Investment income

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Investment income	<u>1</u>	<u>1</u>	<u>51</u>

6. Other incoming resources

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Rental income	1,300	1,300	5,175
Other income	0	0	0
	<u>1,300</u>	<u>1,300</u>	<u>5,185</u>

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Direct costs	<u>312,964</u>	<u>312,964</u>	<u>393,425</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

8. Analysis of expenditure by activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	Year ended
	31	31	31
	December	December	December
	2021	2021	2020
	£	£	£
Direct costs	<u>312,964</u>	<u>312,964</u>	<u>393,425</u>

	Activities undertaken Directly	Support	Total
	Year ended 31 March	Year ended 31 March	Year ended 31 March
	2021	2021	2021
	£	£	£
Direct costs	221,329	91,635	312,964

**9. Independent examiner's
remuneration**

	Year ended	Year ended
	31	31
	December	December
	2021	2020
	£	£
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	0	0
Other services not included above	0	0

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

10 Staff costs

	Year ended 31 December 2021 £	Year ended 31 December 2020 £
Wages and salaries	184,721	142,304
Social security costs	13,877	10,339
Contribution to defined contribution pension schemes	2,946	2,668
	<u>201,544</u>	<u>155,311</u>

The average number of persons employed by the Charity during the period was as follows:

	Year ended 31 December 2021 No.	Year ended 31 December 2020 No.
Staff	<u>7</u>	<u>5.5</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £59,950.

11. Trustees' remuneration and expenses

During the period no Trustees received any remuneration or other benefits (2020 - £NIL).

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

12. Tangible fixed assets

	Freehold property	Fixtures and Fittings	Computer equipment	Total
	£		£	£
Cost or valuation				
At 1 January 2021	165,000	2,564	8,100	175,664
At 31 December 2021	165,000	2,564	8,100	175,664
Depreciation				
At 1 January 2021	-	1,664	5,345	7,009
Charge for the period	-	225	689	914
At 31 December 2021	-	1,889	6,034	7,923
Net book value				
At 31 December 2021	165,000	675	2,066	167,741
At 1 January 2021	165,000	900	2,755	168,655

13. Debtors

	31 December 2021 £	31 December 2020 £
Due within one year		
Trade debtors	5,623	913
	5,623	913

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

14. Creditors: Amounts falling due within one year

	31	31
	December	December
	2021	2020
	£	£
Bank overdrafts	-	-
Trade creditors	0	0
Other taxation and social security	5,833	-2,487
Other creditors	3,380	0
Accruals and deferred income	0	125,000
	<u>9,213</u>	<u>122,513</u>

	31	31
	December	December
	2021	2020
	£	£
Deferred income at 1 January 2021	125,000	341,680
Amounts released from previous periods	<u>-125,000</u>	<u>-216,680</u>
	0	125,000

Creditors: Amounts falling due after one year

"Bounce Back" unsecured bank loan	<u>30,000</u>	<u>30,000</u>
	30,000	30,000

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

15. Statement of funds

Statement of funds - current period

	Balance at 1 January 2021 £	Income £	Expenditure £	Balance at 31 December 2021 £
Unrestricted funds				
General Funds	315,402	322,806	-312,964	325,244

Statement of funds - prior period

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds	222,106	486,721	-393,425	315,402

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

16. Analysis of net assets between funds

Current Period

	Unrestricted funds 31 December 2021 £	Total funds 31 December 2020 £
Tangible fixed assets	167,741	168,655
Current assets	196,716	299,260
Creditors due within one year	-9,213	-122,513
Creditors due after one year	-30,000	-30,000
Total	325,244	315,402

Prior Period

	Unrestricted funds 31 December 2020 £	Total funds 31 December 2019 £
Tangible fixed assets	168,655	169,873
Current assets	299,260	458,585
Creditors due within one year	-122,513	-406,352
Creditors due after one year	-30,000	0
Total	315,402	222,106

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Year ended 31 December 2021 £	Year ended 31 December 2020 £
Net income for the period (as per Statement of Financial Activities)	9,842	93,296
Adjustments for:		
Depreciation charges	914	1,218
Decrease/(increase) in debtors	-4,710	234,911
Decrease in creditors	-113,300	-253,839
Net cash provided by/(used in) operating activities	-107,254	75,586

18. Analysis of cash and cash equivalents

	31 December 2021 £	31 December 2020 £
Cash in hand	191,093	298,347
Total cash and cash equivalents	191,093	298,347

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2021

19. Analysis of Net Debt

	1st January 2021	Cash flows	31st December 2021
	£	£	£
Cash at Bank and at hand	298,347	-107,254	191,093
	<u>298,347</u>	<u>-107,254</u>	<u>191,093</u>

20. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £2,946 (2020 - £2,668).

21. Related party transactions

No related party transactions took place during the Year.

COMMUNITY ORGANISERS LIMITED

England & Wales - Charity number 1183487

Accounts

Registered number: 08180454
Charity number: 1183487

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

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COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 DECEMBER 2020**

Trustees	E L Barrett S P Bedding G F Jenkins D E Kirk-Adams D Kirkwood J F Leathers (Resigned 9/8/2021) P S Newell (Resigned 8/5/2021) M R Rocco T Scott S S Smith M A Sylla
Company registered number	08180454
Charity registered number	1183487
Registered office	10 Silver Street Warminster BA12 8PS
Chief Executive Officer	Nick Gardham

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2020

The Trustees present their annual report together with the financial statements of the Charity for the period 1 January 2020 to 31 December 2020. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purposes are set out in the objects contained in the Company's Articles of Association and are as follows:

- The development of the capacity and skills of members of socially and economically disadvantaged communities in such a way that they are able to identify, and help meet, their needs and participate more fully in society.
- To advance public education and to promote the practice, theory and techniques of community organising.
- The prevention and relief of poverty by providing such support items and services to individuals as the trustees see fit.
- In furtherance of the objectives the Company shall at all times actively promote and take into consideration the principles of equality of opportunity.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

Community Organisers has continued its strategy to work both with members of socially disadvantaged communities, whilst maintaining positive and productive links with national and regional bodies including central government, public bodies, charitable trusts and foundations and other charitable and voluntary sector bodies.

The ability to bridge the local and national has been particularly important due to the global pandemic as the organisation has successfully being able to act as a national voice for those in low-income neighbourhoods who found themselves suffering most from the impacts of COVID19

c. Activities undertaken to achieve objectives

All our charitable activities focus on the development of the capacity and skills of those living in socially and economically disadvantaged communities and are undertaken to further our charitable purposes for the public benefit.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2020

Objectives and activities (continued)

Many of our members became the frontline responders to the pandemic supporting local community members with managing the lockdown measures. Some examples include:

- In Tottenham, community organisers at [Selby Trust](#) mobilised to form a food bank supporting 1000s of people
- In Stockport, community organiser [Nicola Dean](#) at Starting Point Community Learning Partnership was recognised nationally for her efforts in tackling the digital divide.
- In Hartlepool, Social Action Hub, [The Annexe](#), supported the development of a new initiative called Minds for Men to tackling the mental health issues facing men in Hartlepool, and,
- In Staffordshire, [Eileen Jordan](#) and the team were recognised by Baroness Barran for their efforts in developing County Stories Social Supermarket ensuring surplus food went to 1000s of families across the County who needed it most.
 - To support the ongoing personal and professional development and wellbeing of those who working on the frontline of the crisis, the organisation created internal networks for people to connect and support one another through WhatsApp groups, Zoom sessions and check in calls.

Online Training and Development

Throughout the year Community Organisers provided training to over 400 individuals and groups in community organising. This included online webinar series, exploring how the Community Organising Framework, could provide a strategy to support those responding to the crisis, as well as formal quality assured training.

National Campaigns: #OperationWiFi

One of the biggest issues facing members of the Organisation at the onset of the pandemic was access to affordable internet access. The organisation launched a call in March 2020 for the largest free to use wireless network to enable those from low income communities to get online and stay connected to essential services and activities.

The Organisation developed the campaign to become an ask for the UK's first ever National Databank where unused mobile phone data could be gifted to those who need it in times of crisis.

Over 100 organisations joined the campaign as alliance members calling on the telecommunications industry to form the National Databank

Annual Event: CO20 – The Power of Connection and Community

Convened with the Better Way Network, the organisation held its first ever online annual event. Over. 500 people participated across 24 sessions totally 40 hours of workshops.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2020

Objectives and activities (continued)

Achievements and performance

a. Review of activities

Despite the impacts of COVID19 on the Charities operational activities and relationships with Government, the charity plans continuing the activities outlined above and build on its strategy set out in People, Power and Place in the forthcoming years subject to satisfactory funding arrangements. Plans are also being developed to advance our online training offer to secure further income from trading, membership fees, Social Action Hubs, Trusts and Foundations.

b. Fundraising activities and income generation

The Charity did not engage in any fundraising activities during this financial period and did not engage any external fundraisers. Income received during the period came primarily through the delivery of contracts associated with delivery of the Charity's objectives and primary purposes.

c. Investment policy and performance

The Charity does not hold any investments.

d. Volunteers

Although the Charity did not have any volunteers to manage directly during the period under review. However, the Charity maintains a volunteer policy and carefully reviews this, together with its volunteer activity annually. This is overseen by the Board with day to day responsibility delegated to the Chief Executive.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

COVID-19

Although COVID-19 has had a significant effect on our ability to engage in new business contracts and to deliver training work, our cash reserves have enabled us to continue to operate in supporting our network of members

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2020

Financial review (continued)

and organisations who work in local communities across England. We have used the Corona Virus Job Retention Scheme to furlough staff where areas of our service have been most deeply affected.

b. Reserves policy

Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the charity's purposes. Community Organisers maintains free unrestricted reserves:

- to provide a level of working capital that protects the continuity of our core work
- to provide a level of funding for unexpected opportunities
- to provide cover for risks such as unforeseen expenditure or unanticipated loss of income.

The Board of Trustees will review the above criteria with reference to Community Organisers' strategy and Annual Plan and determine the target level of free reserves to meet these. In the current year the target level of free reserves has been set at not less than six months core operating costs and the current level of free liquid reserves allows for this. At 31 December 2020 the free reserves of the charity were £146,747.

The Board of Trustees will at times designate funds from free reserves for significant project costs or replacement of major assets.

c. Principal risks and uncertainties

The global pandemic has put unprecedented pressures on the finances of the organisation. The Organisation has had to ensure that it can meet the demands of its members whilst also managing the impact of a reduction in income from contracts and services. The principal risk to be managed currently is that the Charity manages its costs and resource levels to meet demand for its services going forward in a manner which is appropriate to its future income levels and available liquidity. The Charity has a robust budgeting cash flow management system which keeps the management and Board regularly apprised of the position and decisions relating to future costs are made with this information taken into account.

d. Financial risk management objectives and policies

Financial risk is managed through the Charity's Policy Manual which is reviewed and approved by the Board on a bi- annual basis.

The Manual includes policies covering:

- Delegation of responsibilities and levels of authority
- Reserves
- Conflicts of interest
- Segregation of duties
- Controls on Budget, Income and expenditure
- Controls on fixed and financial assets
- Controls on human resources
- Expenses
- Debt management

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2020

Financial review (continued)

e. Principal funding

Community Organisers aims to achieve an annual surplus each year which is sufficient to meet the working capital of the organisation and to ensure the development of the organisation is resourced as it expands in order to be able to continue to provide a service to our beneficiaries.

Community Organisers has identified training, membership fees, programme delivery, consultancy and asset based income as the core activities and will seek to finance these through income streams that are as secure and long term as possible.

Structure, governance and management

a. Constitution

Community Organisers Limited is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The Board of Trustees holds responsibility for the decisions and activity of the Charity. The day to day management of the Charity is delegated to the Chief Executive who is also involved in setting policies which are only adopted after approval by the Board.

The Chief Executive is supported by the part time Finance Director, the Programme Manager (Community Organising Expansion Programme), the National Member Organiser and administrative staff.

The Head of the National Academy of Community Organising also reports directly to the Chief Executive who is in turn supported by a part time administrator and Internal Verifier who both hold relevant specialist expertise. The post is currently vacant, however training delivery continues through our national network of certified trainers.

d. Policies adopted for the induction and training of Trustees

New Trustees are trained and informed of their responsibilities in accordance with guidelines issued by the Charities Commission. Trustees are required to attend workshop training provided by a specialist in Charity Governance. During 2020 all of the serving Trustees attended this training.

e. Related party relationships

The organisation has no related party relationships.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2019

Plans for future periods

The organisation is developing its plans for the following financial period so that it can continue to attract resources to deliver on its strategy to work with people in socially and economically deprived neighbourhoods and work towards the relief of poverty.

The organisation will be launching a major membership recommitment in March '21 that seeks to reengage its members. The recommitment had been planned for March 20 but delayed due to the onset of the pandemic..

Alongside the membership recommitment, the Organisation has engaged the network of Social Action Hubs to understand their intention to continue to develop and deliver training. Social Action Hubs have pledged their continued support to the organisation to work alongside and provide training to local people. In March 21 we will be asking for their financial commitment and to work with us to successfully launch the National Academy of Community Organising.

The Organisation intends to further develop its success of the #OperationWiFi campaign by developing further Action Groups on issues that are identified within and across the Membership.

As the Government and other national bodies look to recover from the Pandemic we aim to build on our existing good relationships and previous work with them to support them to develop programmes and activities that can embed the work of the Charity to enable it to secure further resources and enabling it to deliver effectively on its charitable objectives. The organisation also aims to continue to expand its partnerships with other organisations to increase its reach and enable it to deliver on its charitable objects.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial period. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

Approved by order of the members of the board of Trustees on 15 January 2022 and signed on their behalf by:

S P Bedding

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 DECEMBER 2020

Independent Examiner's Report to the Trustees of Community Organisers Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 December 2020.

Responsibilities and Basis of Report

As the Trustees of the Charity (and 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 Charity 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 the Charity's accounts 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 Charity 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)].

In the course of my examination of the accounting records of the charity I have reviewed the disclosures in the accounts in respect of the impact of COVID-19 on the financial statements. I draw your attention to the trustees' view on the impact of COVID-19 as disclosed on page 3 and the consideration given in the going concern basis of preparation on page 12.

The full impact following the emergence of COVID-19 is still unknown. It is still therefore not currently possible to evaluate all the potential implications to the charity's operations, beneficiaries and the wider economy.

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.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2020

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. My work 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 work or for this report.

Kingston Business Management
CO Business Hub
10, Silver Street
Warminster
BA12 8PS

12th January 2022

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31 DECEMBER 2020**

		Unrestricted	Total	Total
		funds	funds	funds
		Year ended	Year ended	Year ended
		31-Dec	31-Dec	31-Dec
		2020	2020	2019
	Note	£	£	£
Income from:				
Donations and legacies	3	105	105	260
Charitable activities	4	413,445	413,445	645,245
Investments	5	51	51	100
Grants	6	67,945	67,945	0
Other income	6	5,175	5,175	5,185
Total income		<u>486,721</u>	<u>486,721</u>	<u>650,790</u>
Expenditure on:				
Charitable activities	7	393,425	393,425	502,069
		<u>93,296</u>	<u>93,296</u>	<u>148,721</u>
Net movement in funds		<u>93,296</u>	<u>93,296</u>	<u>148,721</u>
Reconciliation of funds:				
Total funds brought forward		222,106	222,106	73,385
Net movement in funds		<u>93,296</u>	<u>93,296</u>	<u>148,721</u>
		<u>315,402</u>	<u>315,402</u>	<u>222,106</u>

The Statement of Financial Activities includes all gains and losses recognised in the period. The notes on pages 13 to 24 form part of these financial statements

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08180454

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	31 December 2020 £	31 December 2019 £
Fixed assets			
Tangible assets	12	168,655	169,873
			169,873
Current assets			
Debtors	13	913	235,824
Cash at bank and in hand		298,347	222,761
		299,260	458,585
Creditors: amounts falling due within one year	14	122,513	406,352
Net current assets / liabilities		176,747	52,233
Total assets less current liabilities		345,402	222,106
Creditors: amounts falling due after one year		30,000	0
		315,402	222,106
Charity funds			
Unrestricted funds	15	315,402	222,106
Total funds		315,402	222,106

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2020

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 15 January 2022 and signed on their behalf by:

S P Bedding
Director

The notes on pages 12 to 24 form part of these financial statements.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

1. General information

Community Organisers Limited is a charitable private company limited by guarantee, registered in England and Wales, company registered number 08180454, charity registered number 1183487. Its registered office is 10 Silver Street, Warminster, Wiltshire, BA12 8PS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Community Organisers Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

At the time these financial statements are authorised there is an ongoing worldwide pandemic due to COVID-19. The measures taken by the Charity are highlighted in the Trustees report.

The trustees consider there are adequate liquid funds available to sustain the charity through the next financial year.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- Nil
Fixtures and fittings	- 25
Computer equipment	- 25

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

3. Income from donations and legacies

	Unrestricted Funds	Total Funds	Total Funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Donations	105	105	260
Government grants	67,945	67,945	-
	<u>68,050</u>	<u>68,050</u>	<u>260</u>

4. Income from charitable activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Income from charitable activities	74,348	74,348	14,254
Contract income	339,097	339,097	630,991
Total 2020	<u>413,445</u>	<u>413,445</u>	<u>645,245</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

5. Investment income

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Investment income	<u>51</u>	<u>51</u>	<u>100</u>

6. Other incoming resources

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Rental income	5,175	5,175	5,175
Other income	<u>0</u>	<u>0</u>	<u>10</u>
	5,175	5,175	5,185

**7. Analysis of expenditure on
charitable activities**

Summary by fund type

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Direct costs	<u>393,425</u>	<u>393,425</u>	<u>502,069</u>

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

8. Analysis of expenditure by activities

	Unrestricted Funds	Total Funds	Total funds
	Year ended	Year ended	9 months ended
	31	31	31
	December	December	December
	2020	2020	2019
	£	£	£
Direct costs	<u>393,425</u>	<u>393,425</u>	<u>502,069</u>

	Activities undertaken Directly	Support	Total
	Year ended 31 March	Year ended 31 March	Year ended 31 March
	2020	2020	2020
	£	£	£
Direct costs	254,447	138,978	393,425

**9. Independent examiner's
remuneration**

	Year ended	9 months ended
	31	31
	December	December
	2020	2019
	£	£
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	0	1,500
Fees payable to the Charity's independent examiner in respect of:		
All other services not included above	0	1,500

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

10 Staff costs

	Year ended 31 December 2020 £	9 months ended 31 December 2019 £
Wages and salaries	142,304	159,671
Social security costs	10,339	13,358
Contribution to defined contribution pension schemes	2,668	3,612
	<u>155,311</u>	<u>176,641</u>

The average number of persons
employed by the Charity during the
period was as follows:

	Year ended 31 December 2020 No.	9 months ended 31 December 2019 No.
Staff	<u>5.5</u>	<u>7</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the charity comprise the Trustees and the Chief Executive Officer
The total employee benefits of the key management personnel of the charity were £59,950.

11. Trustees' remuneration and expenses

During the period no Trustees received any remuneration or other benefits (2019 - £NIL).

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

12. Tangible fixed assets

	Freehold property	Fixtures and Fittings	Computer equipment	Total
	£		£	£
Cost or valuation				
At 1 January 2020	165,000	2,564	8,100	175,664
At 31 December 2020	165,000	2,564	8,100	175,664
Depreciation				
At 1 January 2020	-	1,393	4,398	5,791
Charge for the period	-	271	947	1,218
At 31 December 2020	-	1,664	5,345	7,009
Net book value				
At 31 December 2020	165,000	900	2,755	168,655
At 1 January 2020	165,000	1,171	3,702	169,873

13. Debtors

	31 December 2020 £	31 December 2019 £
Due within one year		
Trade debtors	913	235,824
	913	235,824

COMMUNITY ORGANISERS LIMITED
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

14 Creditors: Amounts falling due within one year

	31	31
	December	December
	2020	2019
	£	£
Bank overdrafts	-	-
Trade creditors	0	30,692
Other taxation and social security	-2,487	22,786
Other creditors	0	8,194
Accruals and deferred income	<u>125,000</u>	<u>344,680</u>
	122,513	406,352
Deferred income at 1 January 2020	341,680	467,261
Amounts released from previous periods	<u>-216,680</u>	<u>-125,581</u>
	125,000	341,680

Creditors: Amounts falling due after one year

"Bounce Back" unsecured bank loan	<u>30,000</u>	<u>0</u>
	30,000	0

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

15. Statement of funds

Statement of funds - current period

	Balance at 1 January 2020 £	Income £	Expenditure £	Balance at 31 December 2020 £
Unrestricted funds				
General Funds	222,106	486,721	-393,425	315,402

Statement of funds - prior period

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 December 2019 £
Unrestricted funds				
General Funds	73,385	650,790	-502,069	222,106

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NOTES TO THE FINANCIAL STATEMENTS
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16 Analysis of net assets between funds

Current Period

	Unrestricted funds 31 December 2020 £	Total funds 31 December 2020 £
Tangible fixed assets	168,655	168,655
Current assets	299,260	299,260
Creditors due within one year	-122,513	-122,513
Creditors due after one year	-30,000	-30,000
Total	315,402	315,402

Prior Period

	Unrestricted funds 31 December 2019 £	Total funds 31 December 2019 £
Tangible fixed assets	169,873	169,873
Current assets	458,585	458,585
Creditors due within one year	-406,352	-406,352
Total	222,106	222,106

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17. Reconciliation of net movement in funds to net cash flow from operating activities

	Year ended 31 December 2020 £	9 months ended 31 December 2019 £
Net income for the period (as per Statement of Financial Activities)	93,296	148,721
Adjustments for:		
Depreciation charges	1,218	1,125
Decrease/(increase) in debtors	234,911	-233,479
Decrease in creditors	-253,839	-113,641
Net cash provided by/(used in) operating activities	75,586	-197,274

18. Analysis of cash and cash equivalents

	31 December 2020 £	31 December 2019 £
Cash in hand	298,347	222,761
Total cash and cash equivalents	298,347	222,761

COMMUNITY ORGANISERS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 DECEMBER 2020

19. Analysis of Net Debt

	1 January 2020	Cash flows	31 December 2020
	£	£	£
Cash at bank and in hand	222,761	75,586	298,347
	<u>222,761</u>	<u>75,586</u>	<u>298,347</u>

20. Pension commitments

The Charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £2,668 (2019 - £3,612).

21. Related party transactions

No related party transactions took place during the Year.

22. Post balance sheet events

The COVID-19 pandemic that occurred after the financial year end has been considered a non adjusting post balance sheet event, with no impact on the going concern of the company.