Charity number: 1192223

REORG

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 DECEMBER 2021

REORG

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

Trustees	Edward Thomas Hardy, Chair (appointed 6 November 2020) Trent Scanlen, Trustee (appointed 6 November 2020) Mark Ormrod, Trustee (appointed 6 November 2020)
Charity registered number	1192223
Principal office	124 Finchley Road London NW3 5JS
Accountants	Nyman Libson Paul LLP Chartered Accountants 124 Finchley Road London NW3 5JS

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 December 2020 to 31 December 2021.

Objectives and activities

a. Policies and objectives

The charity's objective is to promote and advance the health of and alleviate the suffering of veterans, active military forces and emergency service personnel with military and work related challenges (i) through the use of martial arts and physical fitness training as a form of rehabilitation (ii) by providing additional support to those individuals by way of grants.

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. Activities undertaken to achieve objectives

We established the first phase of building our **Global REORG Community** to help active Military, Emergency Service Personnel and Veterans discover Brazilian Jiu Jitsu and Physical Fitness Training as a means of gaining a renewed sense of camaraderie, purpose, structure, and identity that many lose outside service, while also improving their overall physical, mental, and emotional health and well-being. We accomplished this by:

- Funding **individual training sponsorships** to help introduce veterans, active military, and emergency service personnel to the community, lifestyle, and therapeutic benefits of martial arts and fitness. To help alleviate any potential barriers to receiving support, this included REORG providing everything needed to start their journey – including coordinating and vetting a local training facility, covering training fees, providing starter training kit, and personalized guidance and support.

- Establishing a **global network of vetted affiliate martial arts clubs and gyms** to enable sponsored beneficiaries to practice Brazilian Jiu Jitsu and community-based fitness training at a location convenient to where they live, connect with their local community, and allow for a high level of consistency due to ease.

- Provided **1:1 support** to each new member in order to help customize their path to recovery, address their unique needs, and ultimately increase opportunity for positive and successful engagement and outcomes, including partnering with outside organizations to deliver catered needs.

Achievements and performance

a. Main achievements of the Charity

WE CHANGED & SAVED 227 TOTAL LIVES THROUGH INDIVIDUAL SPONSORSHIPS:

We helped 227 veterans, active military, and emergency service personnel reintegrate into their communities while improving their physical, mental, and social health & wellbeing by actively sponsoring and supporting their entry into martial arts and fitness. To ensure we alleviated any potential barriers to receiving support, this included REORG providing everything needed to start their journey – including coordinating and vetting a local training facility, covering training fees, providing starter training kit, and personalized guidance and support.

EXPANDED OUR GLOBAL AFFILIATE TRAINING FACILITY NETWORK TO 87 TRAINING CENTRES

Our global network of vetted affiliate martial arts clubs, gyms, and CrossFit boxes increased to providing a much-needed service to our community that offered a consistent outlet for connection, health, support, and recovery. This was especially important following the isolation brought on by the COVID pandemic.

To this end, we also provided 42 martial arts clubs with the financial support and resources they needed to remain active and available to our community, as several struggled with operational performance due to the devastating disruption COVID had on their business.

b. Review of activities

The majority of our activities in 2021 were focused on one core aim: to support both active and retired armed forces and emergency service personnel in facing and navigating through the challenging mental health aspects of their careers – both during and after they have left service. We accomplished this through delivering our charitable aims through three key areas of service:

OUR REORG TRAINING COMMUNITY

Training Sponsorships:

The REORG Individual Training Sponsorships enabled veterans, active military personnel, and emergency service personnel to discover and join a new community and lifestyle based around the practice of Martial Arts and Physical Fitness training. Our sponsorships empowered our beneficiaries to take the first step on their journey to a better life by providing them with the like-minded community, support and resources they need.

Through this approach, we were able to help improve the lives of our community by reducing isolation, driving reintegration into the community, reestablishing a sense of structure, encouraging consistency and accountability, and improving overall mental, physical, and social health & wellbeing.

Another valuable benefit of our REORG training communities was their ability to bridge the gap between service personnel and civilians within their local communities. This has proven a powerful and crucial tool in helping each side to better understand their similarities, differences and common objectives in martial arts, mental health, and living a better life.

Global Affiliate Training Facility Network:

Establishing a **global network of vetted martial arts clubs and gyms** to enable sponsored beneficiaries to practice Brazilian Jiu Jitsu and community-based fitness training at a location convenient to where they live, connect with their local community, and provide a positive outlet and safe space to consistently cope with and navigate the physical, mental, and emotional challenges they face as a result of their time during and after service.

Individualized Mental Health Support:

When a new member joins our community, we always work to ensure their path to recovery is individual to them – as no one's journey is the same, and we want to provide the best chance of seeing positive outcomes. To this end, we collaborated with like-minded charities (such as Rock2Recovery) to ensure we remained an efficient triage with effective and vetted resources to support personnel however they needed most, including when they felt lost, disillusioned, or struggled to find purpose after serving.

EVENTS AND COMMUNITY ENGAGEMENT

Throughout the year, REORG both hosted and participated in competition-based events and experiences that accomplished three key aims:

1. Foster connection and engagement within our global REORG community
2. Promote a healthy, competitive spirit that drives a deeper level of commitment, progression, camaraderie, and focus that is beneficial in rehabilitation efforts.
3. Reach and recruit new members to our community, enabling us to help more people that need it.

Our events and community engagement activities for the year included

- 3 x BBC hosted Reorg Fundraising challenges led by Mark Ormrod's impressive physical challenges
- Our Reorg team hosted 12 seminars around the UK introducing the BJJ community to our mission
- Held a 24 hour "Roll-a-thon" where 57 academies around the world committed to having members training BJJ for 24 continuous hours to raise awareness of our military and emergency service people.
- Promoted our REORG mission at 3 major community festivals

OUTREACH, AWARENESS, AND RECRUITMENT
Educational outreach was key for our organization in driving awareness of the challenges our armed and emergency service personnel face when struggling through the demanding mental health aspects of their careers – while in service, during transition, and long into retirement.

Throughout 2021, we held speaking engagements, sponsored missions, and hosted seminars as effective tools to bring light to these issues, while also educating audiences on the positive health aspects of Jiu Jitsu and the associated lifestyle and community. Through these efforts, we sought to reach as many people as possible to increase the organization's ability to help and recruit those who might be suffering in silence.

c. Fundraising activities and income generation

Mark Ormrod led our team on a number of inspirational projects to raise awareness of our charity, and the power of mindset for mental health. Mark was able to attract nationwide interest from the BBC and other new outlets while he completed 3 incredible personal challenges that inspired our nation including a 5km run challenge, a sea swim, and a 99.9mile ride on a hand-bike ride to raise awareness of 999 services. These 3 projects raised a large amount of our total fundraising.

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.

b. Reserves policy

Total reserves as at 31 December 2021 were £351,133, of which £151,133 are general reserves and £200,000 are designated reserves as detailed in note 14 of accounts. Income for the period totalled £799,399 and charitable expenditure was £448,206.

The trustees are seeking to ensure that unrestricted reserves are at a level that will fund 3 months expenditure. The trustees consider that holding reserves at this level will ensure that the charity's activities could continue in the event of a significant drop in donations.

Structure, governance and management

a. Constitution

REORG is a Charitable Incorporated Organisation and was constituted on 20 July 2020 under a CIO Foundation Constitution. It has been registered with the Charity Commission since 6 November 2020.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected under the terms of the Constitution.

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

Plans for future periods

Our main goal is to **increase the number of veterans, active military, and emergency service personnel** we can reach and ultimately support in improving their lives while helping them cultivate a healthy approach to navigating the demanding mental health aspects of their careers – while in service, during transition, and long into retirement.

We plan to do this by:
- Increasing the number of veterans, active military, and emergency service personnel that we introduce and support on their journey into Martial Arts and community-based fitness.
- Expanding our global network of vetted affiliate gyms, dojos, and CrossFit boxes to ensure our services are accessible to as many communities as possible, including providing grants and resources where needed to make integral locations operationally viable to community members that need it most.
- Strategically expanding our Community Events, Seminars, Ambassadors, and Partnerships to ensure we are employing effective and efficient means of driving awareness and reaching those that need it most.

Additional plans include:
- Expanding our level of personalized support to further help our beneficiaries reintegrate and thrive when transitioning from active duty to veteran status, including partnering with additional leading organizations as needed by expertise.
- Our exceptional first year has also allowed us to expand our awareness and method of support into general fitness (including CrossFit), where we have a number of exciting collaborations that will aim to further increase our awareness, fundraising activities, and the scope for future beneficiary assistance.

Statement of Trustees' responsibilities

The Trustees 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).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial period which 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 judgments 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. 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 24 October 2022 and signed on their behalf by:

.....
Trent Scanlen
Trustee

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

Independent Examiner's Report to the Trustees of REORG ('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 you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

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.

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

Signed: Dated: 24 October 2022

Jennifer Pope ACA

Nyman Libson Paul LLP
Chartered Accountants
124 Finchley Road
London
NW3 5JS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 DECEMBER 2021

	Note	Designated funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Income from:				
Donations and legacies	3	-	712,816	712,816
Other trading activities	4	-	86,523	86,523
Total income		-	799,339	799,339
Expenditure on:				
Raising funds	6	-	57,388	57,388
Charitable activities	7	-	390,818	390,818
Total expenditure		-	448,206	448,206
Net income		-	351,133	351,133
Transfers between funds	14	200,000	(200,000)	-
Net movement in funds		200,000	151,133	351,133
Reconciliation of funds:				
Net movement in funds		200,000	151,133	351,133
Total funds carried forward		200,000	151,133	351,133

The Statement of Financial Activities includes all gains and losses recognised in the period.

The notes on pages 11 to 19 form part of these financial statements.

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note		2021 £
Fixed assets			
Tangible assets	11		44,225
			44,225
Current assets			
Debtors	12	10,000	
Cash at bank and in hand		320,073	
		330,073	
Creditors: amounts falling due within one year	13	(23,165)	
Net current assets			306,908
Total assets less current liabilities			351,133
Total net assets			351,133
Charity funds			
Designated funds	14		200,000
General funds	14	151,133	
Total unrestricted funds	14		151,133
Total funds			351,133

The financial statements were approved and authorised for issue by the Trustees on 24 October 2022 and signed on their behalf by:

.....
Trent Scanlen
Trustee

The notes on pages 11 to 19 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 DECEMBER 2021

	2021 £
Cash flows from operating activities	
Net cash used in operating activities	368,462
Cash flows from investing activities	
Purchase of tangible fixed assets	(48,389)
Net cash used in investing activities	(48,389)
Change in cash and cash equivalents in the period	320,073
Cash and cash equivalents at the end of the period	320,073

The notes on pages 11 to 19 form part of these financial statements

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

1. General information

REORG is a charitable organisation incorporated in England and Wales. The address of its registered office is 124 Finchley Road, London, NW3 5JS.

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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

REORG 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 have reviewed the circumstances of the Charity and consider that adequate resources continue to be available to fund the activites of the Charity for the forseeable future. For this reason the Trustees continue to adopt the going concern basis in preparing the financial statements.

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.

Donations are recognised on receipt.

Collaboration income is recognised in the SOFA in accordance with the relevant agreement.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided.

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.

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Grants payable are charged in the period when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled.

2.5 Tangible fixed assets and depreciation

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, using the straight-line method.

Depreciation is provided on the following basis:

Motor vehicles	-	25%
Fixtures, fittings & equipment	-	25%
Computer equipment	-	25%

2.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered.

2.7 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.

2.8 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.

2. Accounting policies (continued)

2.9 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.

2.10 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.

3. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £
Donations		
Donations received	712,816	712,816

4. Income from trading activities

	Unrestricted funds 2021 £	Total funds 2021 £
Sale of REORG kit	25,903	25,903
Collaboration income	60,620	60,620
	86,523	86,523

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

5. Grants payable

	2021 £
Rock2Recovery	10,000
Phoenix MMA	26,095
Atlantic Grappler	10,000
	46,095

6. Expenditure on raising funds

Fundraising trading expenses

	Unrestricted funds 2021 £	Total funds 2021 £
Fundraising costs	48,582	48,582
Advertising and marketing	8,806	8,806
	57,388	57,388

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £
Charitable activities	217,296	46,095	127,427	390,818

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

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2021 £
Direct expenses	18,659
Other expenditure	4,732
Martial arts activities and expenses for beneficiaries	193,905
	217,296

Analysis of support costs

	Total funds 2021 £
Staff costs	84,128
Depreciation	4,164
Postage	3,512
General office expenses	1,307
Insurance	2,540
Legal and professional fees	2,382
Motor expenses	2,660
IT software and consumables	1,843
Repairs and maintenance	660
Travel and subsistence	11,631
Accountancy fees	12,600
	127,427

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

8. Independent examiner's remuneration

	2021 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	5,000

9. Staff costs

	2021 £
Wages and salaries	79,167
Social security costs	4,961
	84,128

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

	2021 No.
Employees	1

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021 No.
In the band £80,001 - £90,000	1

During the period, key management personnel received remuneration of £84,127 in total, including salary and employer's contributions to national insurance and pensions.

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

10. Trustees' remuneration and expenses

Details of all remuneration, expenses and benefits in kind paid to trustees are disclosed in Note 19.

11. Tangible fixed assets

	Motor vehicles £	Fixtures, fittings & equipment £	Computer equipment £	Total £
Cost or valuation				
Additions	10,809	9,510	28,070	48,389
At 31 December 2021	10,809	9,510	28,070	48,389
Depreciation				
Charge for the period	1,410	1,587	1,167	4,164
At 31 December 2021	1,410	1,587	1,167	4,164
Net book value				
At 31 December 2021	9,399	7,923	26,903	44,225

12. Debtors

	2021 £
Due within one year	
Other debtors	10,000
	10,000

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

13. Creditors: Amounts falling due within one year

	2021 £
Other taxation and social security	14,180
Other creditors	585
Accruals	8,400
	23,165

14. Statement of funds

Statement of funds - current period

	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2021 £
Unrestricted funds				
General Funds	799,339	(448,206)	(200,000)	151,133
Designated funds				
Future capital projects	-	-	50,000	50,000
2025 development fund	-	-	100,000	100,000
Emergency services fund	-	-	50,000	50,000
	-	-	200,000	200,000
Total of funds	799,339	(448,206)	-	351,133

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

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Designated funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	44,225	44,225
Current assets	200,000	130,073	330,073
Creditors due within one year	-	(23,165)	(23,165)
Total	200,000	151,133	351,133

16. Related party transactions

During the first period the company engaged Mark Ormrod Ltd a company controlled by Mark Ormrod to help it raise funds and improve Reorg brand awareness. A payment of £40,000 to cover travel expenses, personnel, training, and associated marketing costs was paid to Mark Ormrod Ltd.