



UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 APRIL 2023

CHARITY MENTORS BERKSHIRE

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CHARITY MENTORS BERKSHIRE

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 APRIL 2023

Trustees

Mr Christopher Robert Barrett DL, Chair of Trustees
Mr Ramesh Kukar
Mrs Catherine Mcleod MBE
Mr Paul Dick OBE, JP, DL
Lady Catherine Stevenson DL

Company registered number

CE028864

Charity registered number

1198722

Registered office

Richmond House, Newlands Drive, Maidenhead, Berkshire, SL6 4LL

Principal operating office

Richmond House, Newlands Drive, Maidenhead, Berkshire, SL6 4LL

Managing Trustee

Mr Christopher Robert Barrett DL

Accountants

Theresa Bowers Accounting Ltd, 1 Charlotte Close, Caversham, Reading, Berkshire, RG4 7BY

CHARITY MENTORS BERKSHIRE

TRUSTEES' REPORT FOR THE YEAR ENDED 30 APRIL 2023

OBJECTIVES AND ACTIVITIES

Policies & Objectives

Mentoring for Charity leaders in Berkshire

The post pandemic not-for-profit sector is being called upon to shoulder even more responsibilities as government funding is curtailed. The managers of organisations in the sector require a multiplicity of skills and experience, and they usually have scant resources and little time. Typically, they manage complex strategic challenges at the same time as operational firefighting in what seems to be an increasingly difficult environment. This can be a lonely experience. There is, however, a growing appreciation of the value of the social sector and there are countless examples of individuals who want to volunteer their time and resources in the most effective way they can. The Charity Mentors idea is to seek out senior leaders from the public and private sector who are willing to use their professional skills and time to help not-for-profit organisations by becoming mentors.

What we do:

The Charity Mentors model is specific and distinctive. It's features include:

- short-term mentoring of leaders on strategic issues only
- clarity about outcomes
- clear boundaries in terms of expectations for both mentor and mentee
- monitoring of projects by the coordinator in order to maximize effectiveness and impact
- mentor learning and training facilitated in case meetings.

The model is distinct from most other business sharing skills initiatives and corporate responsibility schemes that exist in other counties.

Our approach:

Mentoring is not consultancy – Mentors act as catalysts for constructive change.

Charity mentors encourage mentees to maximize their own problem-solving abilities. The professional skills and experience of the mentor are important because they enable questioning which can unlock the underlying issues and allow the mentee to sift through possible approaches. Mentors act as "critical friends" who challenge positively and encourage and support by offering possible options. They act as guides in helping the mentee to develop their own solutions. The Charity Mentor model requires mentors to use their skills to enable others to make strategic decisions.

Our Model:

Defined projects within a constrained (short-term) time frame and working towards tangible outcomes ensures focus from both the mentor and mentee.

Short Term – The aim is to complete each mentoring project within three months.

Strategic – All projects involve challenge at the strategic level.

Specific – Clear goals are set at the beginning of each project with a pre-agreed picture of what completion of the project will look like in terms of outcomes.

Charity issues might include:

- Decisions about the future development and direction of the organisation.
- Decisions concerning organisational structure and staffing.
- Exploring how an organisation might move to the "next step" in terms of growth and sustainability.
- Positioning and purpose of an organisation to enable strategic focus and better funding applications.

- Support with strategic plans given changes in the funding environment.
- Working with trustees more effectively or using volunteers more effectively.
- Being new in role as a manager or CEO. Helping to think about change and focus.
- Governance issues.
- Marketing issues.
- Team building and support.

ACHIEVEMENTS AND PERFORMANCE

Key Success Factors - The quality of our mentors:

Our mentors are carefully chosen to ensure they have experience of leadership at a senior level and will have taken responsibility for strategy at a high level.

Mentors have a high level of expertise in management and business planning, and most have experience in the not-for-profit sector. They are often the sort of individual that it might be difficult for the charity leader to otherwise have access to, and they also have listening skills, empathy and impartiality to enable them to be successful mentors. The short-term nature of the mentoring model attracts mentors of this calibre because it allows them flexibility to pursue other interests.

How we achieve our objectives:

Initially we have recruited 7 mentors and intend to keep the mentor group relatively small, so that learning can be effectively shared and skills developed over time. Mentors will typically take two or three projects a year.

How it fits within the Third-Sector support structure in Berkshire:

- Within Berkshire, there are two sources of support for the third sector: the publicly funded (or part-publicly funded) support organisations, and private sector initiatives.
- Within the publicly funded organisations, there are two main bodies: the voluntary sector represented by Community Voluntary Associations (CVA's) operating in some of the six unitary Authorities including Slough and Reading and Volunteering groups in the others; and Berkshire Community Foundation (BCF) that works right across the county.
- The CVA's give direct technical advice and support in a wide range of areas, including governance, legal structures, policies and procedures, recruitment, fundraising tactics, funding sources, funding applications, publicity and managing volunteers. They can also advise on ways to research need, plan projects and develop strategic plans, including offering different models and techniques for planning.
- Charity Mentors Berkshire can provide the context and enable organisations to establish where the priorities lie and what to ask for.
- Berkshire Community Foundation (BCF) is primarily concerned with supporting the voluntary sector through the distribution of funds and grants. Charity Mentors Berkshire has been careful to separate itself from the prospect of funding but works closely with the BCF in terms of priorities and needs and the Foundation will signpost Charity Mentors Berkshire to individuals and organisations that might benefit from working with us.
- Many private sector initiatives take the form of business connector projects or business skills sharing schemes but these often differ from our service offering because projects are more "hands-on" and tactical rather than strategic. Many of the business connector projects involve an element of staff development for both parties. Charity Mentors Berkshire will only recruit business leaders with a well-established track record in senior leadership positions in the private or public sector. The Berkshire Charity Mentors' emphasis is on the individual, not the company affiliation. Business skills- sharing schemes tend to offer more hands-on help with PR, website design, accountancy issues etc.

Mentoring projects have been undertaken for:

- ABC to Read
- Berkshire Vision
- Browns Community Service
- Building for the Future
- Connect Reading
- Food4Children
- Driven Forward

- Electric Eels
- Ethical Reading CIC
- Home Start, West Berkshire
- The Cowshed
- Time2Talk, West Berkshire
- Wokingham United Charities (WUC)

Reserving policy

The Charity neither owns or rents property and none of its mentors claim any remunerations for their services. The Trustees, therefore, consider that an appropriate cash reserve of £1,000 would be sufficient for the Charity to operate for a period of 12 months.

FINANCIAL REVIEW

The Charity had a surplus of £2,519 of expenditure over income before investment returns during the year.

Going concern

In April 2023 Charity Mentors Berkshire had sufficient reserves to ensure its continued operation for at least the next twelve months and the Trustees are therefore confident that the Charity will be able to continue as a going concern and accordingly the financial statements have been prepared on this basis.

STRUCTURE, GOVERNMENT AND MANAGEMENT

Constitution:

Charity Mentors Berkshire is constituted as a CIO Foundation Registered 25 April 2022. It's registered charity number is 1198722.

Method of appointment or election of Trustees:

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

Organisational structure and decision making

The Board comprises Trustees who have the experience and relevant skills to carry out the functions of managing the charity. The Trustees meet quarterly and can make the relevant decisions.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees, on 29th January 2024 and signed on their behalf by:



Mr Christopher Robert Barrett DL, Chair of Trustee

CHARITY MENTORS BERKSHIRE

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 30 APRIL 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CHARITY MENTORS BERKSHIRE (the 'company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 30 April 2023.

This report is made solely to the company'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 company'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 company and the company's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

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).

Company law requires the Trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

CHARITY MENTORS BERKSHIRE

INDEPENDENT EXAMINER'S REPORT (continued) FOR THE YEAR ENDED 30 APRIL 2023

INDEPENDENT EXAMINER'S STATEMENT

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

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

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

Signed:



Dated:

29/1/24

Theresa Bowers FIFA FCCA

Theresa Bowers Accountancy Ltd
1 Charlotte Close
Caversham
Reading
Berkshire
RG4 7BY

CHARITY MENTORS BERKSHIRE

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
INCOME FROM:	Note			
Donations and grants	2	5,000	-	5,000
TOTAL INCOME		5,000	-	5,000
EXPENDITURE ON:				
Raising funds				
Charitable activities:				
Other charitable activities	3	2,381	-	2,381
Governance	6	100	-	100
TOTAL EXPENDITURE		2,481	-	2,481
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS		2,519	-	2,519
		2,519	-	2,519
Transfers Between Funds	11	-	-	-
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		2,519	-	2,519
NET MOVEMENT IN FUNDS		2,519	-	2,519
RECONCILIATION OF FUNDS:				
Total funds brought forward		-	-	-
TOTAL FUNDS CARRIED FORWARD		2,519	-	2,519

	Note	Total funds 2023 £
GROSS INCOME IN THE REPORTING PERIOD		5,000
Less: Total expenditure		<u>2,481</u>
NET INCOME FOR THE FINANCIAL YEAR	11	<u>2,591</u>

CHARITY MENTORS BERKSHIRE

BALANCE SHEET AS AT 30 APRIL 2023

	Note	£	2023 £
FIXED ASSETS			
Tangible assets			-
Investments			-
			-
CURRENT ASSETS			
Debtors	8	-	
Cash at bank and in hand		<u>2,619</u>	
		2,619	
CREDITORS: amounts falling due within one year	9	<u>(100)</u>	
NET CURRENT ASSETS			<u>2,519</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			2,519
CREDITORS: amounts falling due after more than one year	10		<u>(-)</u>
NET ASSETS			<u>2,519</u>
CHARITY FUNDS			
Restricted funds	11		-
Unrestricted funds	11		<u>2,519</u>
TOTAL FUNDS			2,519

CHARITY MENTORS BERKSHIRE

BALANCE SHEET (CONTINUED) FOR THE YEAR ENDED 30 APRIL 2023

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

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 29th January 2024 and signed on their behalf, by:

A handwritten signature in black ink, reading "Christopher Robert Barrett".

Mr Christopher Robert Barrett DL
Chair of Trustees

The notes on pages 12 to 16 form part of these financial statements.

CHARITY MENTORS BERKSHIRE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Charity Mentors Berkshire 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.

1.2 Company status

Charity Mentors Berkshire is a CIO Foundation registered on 24 April 2022. Its Registered number is 1198722. The address of the registered office is Richmond House, Newlands Drive, Maidenhead, Berkshire, SL6 4LL. The Trustees are named on page 1

1.3 Income

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

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the value of general volunteer time or friends is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1.4 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.

Support costs are those costs incurred directly in support of expenditure on the objects of the company. Governance costs are those incurred in connection with administration of the company and

compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.5 Cash at Bank and in hand

No bank account is held by Charity Mentors Berkshire. Funds, including those in cash, are held in trust by Berkshire Community Foundation. 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.

1.6 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 company 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 within interest payable and similar charges.

1.7 Financial instruments

The company 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.

1.8 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 company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.9 Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the trustees are required to make judgements, estimates and assumptions about the carrying amount of the assets and liabilities that are not obtainable from other sources. Judgements, estimates and assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates, but are unlikely to be material.

CHARITY MENTORS BERKSHIRE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 APRIL 2023

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

2. INCOME FROM DONATIONS AND GRANTS

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	5,000	-	5,000
Grants	-	-	-
Government grants	-	-	-
Total donations and grants	<u>5,000</u>	<u>-</u>	<u>5,000</u>

3. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Charity Mentors Berkshire	2,481	-	2,481
Total expenditure on Charitable Activities	<u>2,481</u>	<u>-</u>	<u>2,481</u>

4. DIRECT COSTS

	Unrestricted 2023 £	Total 2023 £
Promotional costs	246	246
	<u>246</u>	<u>246</u>

5. SUPPORT COSTS

Unrestricted 2023 £	Total 2023 £
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Website costs	2,135	2,135
	<u>2,135</u>	<u>2,135</u>

6. GOVERNANCE COSTS

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Independent examination	100	-	100
	<u>100</u>	<u>-</u>	<u>100</u>

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £
Charitable Mentors Berkshire	-	-	2,381	2,381
Charitable activities	-	-	2,381	2,381
Expenditure on governance	-	-	100	100
	<u>-</u>	<u>-</u>	<u>2,481</u>	<u>2,481</u>

8. DEBTORS

	2023 £
Trade debtors	-
Other debtors	-
Prepayments and deferred expenditure	-
	<u>-</u>
	<u>-</u>

9. CREDITORS: Amounts falling due within one year

	2023 £
Trade creditors	-
Other taxation and social security	-
Accruals and deferred income	100
	<u>100</u>
	<u>100</u>

10. CREDITORS: Amounts falling due after more than one year

2023
£

-

11. STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 25 April 2022	Income	Expenditure	Transfers In/out	Gains / (Losses)	Balance at 30 April 2023
	£	£	£	£	£	£
General funds						
General funds	-	5,000	(2,481)	-	-	2,519
Total unrestricted funds	-	5,000	(2,481)	-	-	2,519
Restricted funds						
Restricted Funds	-	-	-	-	-	-
Total restricted funds	-	-	-	-	-	-
Total funds	-	5,000	(2,481)	-	-	2,519

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

CURRENT YEAR

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	-
Current assets	2,619	-	2,619
Creditors due within one year	(100)	-	(100)
Creditors due in more than one year	-	-	-
	2,519	-	2,519

13. RELATED PARTY TRANSACTIONS

No related party transactions occurred during the financial year ending 30th April 2023

