

The City Bridge Trust

Investing In Londoners: Application for a grant



About your organisation

Name of your organisation: Reach Volunteering	
If your organisation is part of a larger organisation, what is its name?	
In which London Borough is your organisation based? Lambeth	
Contact person: Mr. Andrew Phillips	Position: Fundraising Manager
Website: http://www.reachskills.org.uk	
Legal status of organisation: Registered Charity	Charity, Charitable Incorporated Company or company number: 278837
When was your organisation established? 08/10/1979	

Grant Request

Under which of City Bridge Trust's programmes are you applying? Strengthening London's Voluntary Sector
Which of the programme outcome(s) does your application aim to achieve? More organisations with improved skills in financial management
Please describe the purpose of your funding request in one sentence. To strengthen governance of smaller London voluntary organisations by supporting their boards to address their skills gaps and fill their trustee vacancies
When will the funding be required? 01/02/2016
How much funding are you requesting? Year 1: £45,000 Year 2: £45,000 Year 3: £0 Total: £90,000

Aims of your organisation:

Reach has a vision of a society where all charities and voluntary organisations can easily access the skills and support they need to succeed. Its mission is to provide fulfilling skilled volunteering opportunities to enable voluntary and community organisations across the UK to improve their effectiveness

Reach is the UK's leading skilled volunteering charity. For over 35 years we've been connecting charities with the skills they need to survive and prosper. We help charities find the key skills they urgently need, skills such as management, finance IT, HR, planning and communications. We aim to provide charities with crucial additional capacity, helping them to build greater capability and gain access to the expertise, ideas or thinking that will enable them to do great things.

Main activities of your organisation:

Reach helps charities to secure the skills and expertise that they need but cannot access otherwise. We enable charities to recruit volunteers with valuable experience and knowledge, in three main areas:

- strengthening governance, recruiting Chairs, Treasurers or trustees with particular expertise
- increasing capacity to do more, by finding volunteers to co-ordinate or deliver frontline services benefitting end users more efficiently;
- increasing organisational effectiveness, recruiting volunteers who help in a range of areas including the management of people, property or other resources, generating income, or raising the organisation's profile

We assist charities in defining their needs, developing good volunteering roles and then recruiting the right volunteer. We 'match-make' charities and prospective volunteers, make introductions and follow up to assess placement effectiveness.

Number of staff

Full-time:	Part-time:	Management committee members:	Active volunteers:
2	5	7	30

Property occupied by your organisation

Is the main property owned, leased or rented by your organisation?	If leased/rented, how long is the outstanding agreement?
Leased	until 2020

Summary of grant request

The need:

Over half the charities in England & Wales have at least one vacancy on their board. (NPC Board Matters, 2009). Reach's own research with small and medium sized charities confirmed that over half of the 600 respondents had difficulty in filling their Board positions and needed additional volunteer support in key areas of strategic, business and operational planning together with financial control. The greatest need to recruit these high-level skills came directly from smaller charities and grassroots organisations with turnover of under £2m .

What we will do:

We will strengthen the governance of small organisations (turnover under £2m) within London, by

Providing a free-to-access trustee recruitment service that enables charities to fill identified skills gaps and broaden the expertise on their boards

Supporting a new cohort of professionals with in-demand skills and expertise to join the boards of small / medium charities (through our online service, and our extended network including LinkedIn, corporate volunteering programmes, relationships with other institutions and awareness campaigns)

Promoting awareness and understanding of good governance by developing, promoting and sharing good practice resources (through our Knowledge Centre, and social media), running events and facilitating online conversations, and launching awards to shine the spotlight on different facets of good governance.

Why Reach:

In the last 5 years our TrusteeWorks service has become the biggest single source of trustees to the sector. In the last year (culminating Nov 2015), we helped recruit 247 trustees for around 200 charities across Greater London; trustees with key skills such as finance, business and IT, transferring £3.5 million of high level expertise. Demand for TW is increasing rapidly with a 70% rise in requests for support (over same period previous year) since the launch of our online service. We currently have 350 trustee vacancies from charities across London.

Reach is uniquely placed to support governance across the capital: our new online self-service platform provides an efficient and transparent way for charities to recruit board members with specific skills, and we can provide them with access to a growing network of prospective candidates, both on Reach's growing database and beyond, through LinkedIn and relationships with corporates, professional membership bodies and the like.

TW directly contributes to "strengthening the voluntary sector" by recruiting trustees with valuable expertise; in many cases we help organisations develop better financial management. We recruit treasurers and trustees with business expertise who improve charities' financial oversight and planning. We know from our evaluation that these trustees make a significant contribution to strengthening the governance of the charity they join.

Principles of good practice:

We evaluate the impact of our service downstream by surveying charities who have recruited a trustee through us, six months after placement. We ask about the contribution the individual has made, and how this has affected the organisation itself. We also ask the trustee about their experience.

As part of this survey we ask both organisations and volunteers about their experience of our service, and where it can be improved. We conducted a series of phone interviews after the launch of our new service to gain feedback on user experiences. We also regularly review content of online conversations to assess how effective the service is in facilitating

constructive dialogue between charities and volunteers. We provide one-to-one support and advice to users, often from smaller charities, who are less confident digitally. We collaborate with others like SCC to help promote our service to this group.

We share all our resources and guides freely, through our Knowledge Centre, and blogs. We are a very open and collaborative organisation and work closely with many partners

If you need any planning or other statutory consents for the project to proceed, what stage have the applications reached?

Do you have a Vulnerable Adults policy? **No**

What Quality Marks does your organisation currently hold?

none

Outputs and outcomes

What are the main activities or outputs you want to deliver? Please include no more than 5. By activities or outputs we mean the services, products or facilities you plan to deliver. If you plan to deliver work over more than one year you should include activities over the full grant period requested. Try to be specific.

Over the next 2 years Reach will deliver 700 governance placements across the Capital and within the M25 ring for groups with a t/o of under £2m. Target Yr 1 300, Yr 2 400 (an overall increase of 60% on 2015 result)

Reach will encourage a greater number London charities, whatever their size to use the TW service and register their board requirements.

Target Yr 1 560, Yr 2 740

Over the next 2 years Reach will encourage and recruit 1,400 volunteers across London with the identified high level skills and a willingness to become trustees. We will develop new partnerships with key professional/public bodies and corporates to attract specific in -demand skills (e.g. finance and accountancy).

What main differences or outcomes do you hope the activities you have described above will achieve? Please include no more than 5. By differences or outcomes we mean the changes, benefits, learning or other effects that result from the work your project would deliver. These might be for individuals, families, communities or the environment.

Reach will help transfer £9.8m of vital high level skills to smaller charities and grass roots groups over the next 2 years. This is based on the assumption that each governance placement is worth the financial equivalent of £14,000 of expertise to the organisations supported.

85% of the recruiting organisations will report that the trustee has improved the overall governance of their organisation; and 80% that the trustees made a positive impact on board diversity, helped the organisation be more effective, and improved the board dynamic.

Around 35,000 end users will benefit either directly indirectly from the support we provide to the charities and voluntary groups assisted

An increased pool of 1,400 of new volunteers willing to engage in active citizenship, using their professional, management and career skills in support of charity boards across the Capital. Groups will have access to expertise in key areas such as finance, marketing, IT, strategic planning project management and income generation.

At least 60% of our placed trustees will have served for at least a 6 month period. and contributed to one of 9 target areas. (support/challenge to the CEO, management of risk, direction and strategy)

Do you plan to continue the activity beyond the period for which you are requesting funding? If so, how do you intend to sustain it? If not, what is your exit strategy?

TrusteeWorks income has grown in 2015 and further increases are projected over the next two years. Although we anticipate the service will continue to become more sustainable the intention is that it will remain subsidised, with the requirement of grant funding for the foreseeable future. We continue to undertake a comprehensive fundraising programme to cover costs and meet future demand.

Who will benefit?

About your beneficiaries

How many people will benefit directly from the grant per year?

15,000

In which Greater London borough(s) or areas of London will your beneficiaries live?

London-wide (100%)

What age group(s) will benefit?

All ages

What gender will beneficiaries be?

All

What will the ethnic grouping(s) of the beneficiaries be?

A range of ethnic groups

If Other ethnic group, please give details:

What proportion of the beneficiaries will be disabled people?

1-10%

Funding required for the project

What is the total cost of the proposed activity/project?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff salaries (equating to 2.4 FTE)	61,899	63,756	0	0
Staff/volunteer travel expenses	5,800	5,985	0	0
Office costs, rent, heating, communications etc	54,158	55,783	0	0
IT & website support and maintenance	9,000	6,000	0	0
Marketing & TW promotion	8,000	5,000	0	0
Training & development	1,200	1,236	0	0
Good practice and evaluation of TW service	2,000	1,500	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	142,057	139,260	0	0
---------------	----------------	----------------	----------	----------

What income has already been raised?

Source	Year 1	Year 2	Year 3	Total
Tudor Trust final yr £30k, Sobell Fdn £20k, 3yrs	50,000	20,000	0	0
Income from TW service, tiered levels of servicet	45,000	50,000	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	95,000	70,000	0	0
---------------	---------------	---------------	----------	----------

What other funders are currently considering the proposal?

Source	Year 1	Year 2	Year 3	Total
Leathersellers' Company	15,000	15,000	0	0
John Ellerman Fdn Mar 2016(inc core) app in	45,000	45,000	0	0
Other small apps	10,000	10,000	0	0
	0	0	0	0

TOTAL:	70,000	70,000	0	0
---------------	---------------	---------------	----------	----------

How much is requested from the Trust?

Expenditure heading	Year 1	Year 2	Year 3	Total
Staff salaries	30,000	30,000	0	0
Office costs	15,000	15,000	0	0
	0	0	0	0
	0	0	0	0

TOTAL:	45,000	45,000	0	0
---------------	---------------	---------------	----------	----------

Finance details

Please complete using your most recent audited or independently examined accounts.

Financial year ended:	Month: December	Year: 2014
-----------------------	---------------------------	----------------------

Income received from:	£
Voluntary income	352,902
Activities for generating funds	0
Investment income	0
Income from charitable activities	47,547
Other sources	52,157
Total Income:	452,606

Expenditure:	£
Charitable activities	429,448
Governance costs	11,294
Cost of generating funds	39,484
Other	0
Total Expenditure:	480,226
Net (deficit)/surplus:	-27,620
Other Recognised Gains/(Losses):	0
Net Movement in Funds:	(27,620) -0

Asset position at year end	£
Fixed assets	1,199
Investments	0
Net current assets	83,129
Long-term liabilities	0
*Total Assets (A):	84,328

Reserves at year end	£
Restricted funds	0
Endowment Funds	0
Unrestricted funds	84,328
*Total Reserves (B):	84,328

* Please note that total Assets (A) and Total Reserves (B) should be the same.

Statutory funding

For your most recent financial year, what % of your income was from statutory sources? 0%
--

Organisational changes

Describe any significant changes to your structure, financial position or core activities since the date of your most recent accounts: Alice Memminger appointed to our Board (January 2015) - details on our website. Reach is remaining at Albert Embankment for the next 5 years and has signed a new 5 year lease in March 2015 at a rental of £25 per square foot with a two month rental holiday upon commencement. This equates to an annual increase in rental of approximately £3k.
--

Previous funding received

Please list the funding received by your organisation from the following statutory sources during the last THREE years.

	2012 £	2013 £	2014 £
City of London (except City Bridge Trust)	0	0	0
London Local Authorities	0	0	0
London Councils	0	0	0
Health Authorities	0	0	0
Central Government departments	0	0	0
Other statutory bodies	0	0	50,000

Previous grants received

Please list the grants received by your organisation from charitable trusts and foundations (other than City Bridge Trust) during the last THREE years. List source, years and annual amounts. Please include the 5 largest only.

Name of Funder	2012 £	2013 £	2014 £
Tudor Trust	0	50,000	45,000
Esmee Fairbairn	0	40,000	40,000
Dulverton Trust	0	33,000	0
Clothworkers' Company	7,500	15,000	33,000
John Ellerman Foundation	0	0	45,000

Declaration

I confirm that, to the best of my knowledge, all the information I have provided in this application form is correct. I fully understand that City Bridge Trust has zero tolerance towards fraud and will seek to prosecute and recover funds in every instance.

Please confirm: Yes Full Name: **Andrew Phillips**

Role within **Fundraising Manager**
Organisation: