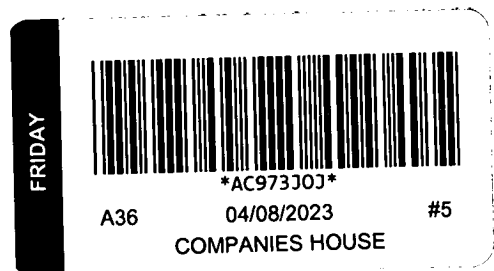


Company number: 5098973

# Cobseo - The Confederation of Service Charities

Report and financial statements for the year ended 31 December  
2022



**Company number** 5098973

**Registered office and operational address** Mountbarrow House, 6-20 Elizabeth Street, London SW1W 9RB

**Country of registration** England & Wales

**Country of incorporation** United Kingdom

**Executive Committee** Executive Committee members, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Lieutenant General Sir Nicholas Pope KCB CBE – Chair (*Appointed 01 Jan 22*)  
Mr T L Holloway - Vice Chair (*Stood down 13 Jul 22*)  
Mr D A Halliday (*Appointed Vice Chair from 08 Dec 22*)  
Mr A Bell  
Major General C J Boag (*Appointed 09 May 22*)  
Mr J D Bryant OBE  
Mr C B Byrne  
Major General N Caplin (*Stood down 13 Jan 23*)  
Mr M J H Ellicock (*Stood down 20 Jun 22*)  
Air Vice Marshall C R Elliot CB CBE DL  
Mr P S Gaffney  
Air Commodore R D Gammage (*Stood down 6 Mar 23*)  
Lieutenant General Sir Andrew Gregory KBE CB  
Mr J M Harrison  
Major General C G S Hughes (*Stood down 09 May 22*)  
Major General T D Hyams CB OBE  
Mrs M C Kane  
Mrs D Mills (*Stood down 1 Feb 23*)  
Mr T F McBarnet (*Appointed 20 Jun 22*)  
Mr J C Needham (*Appointed on 06 Mar 23*)  
P C Rogers (*Appointed 13 Jul 22*)  
Mrs M D Waters OBE LLB MBA (*Stood down 28 Sep 22*)

**Key Employees** Director of Operations and Company Secretary:  
Brigadier I M Caws OBE (*until 25 May 22*)  
R T Goodman MBE (*from 25 May 22*)

**Bankers** C Hoare & Co  
37 Fleet Street  
London EC4P 4DQ

**Auditor** Elliott Bunker Ltd, Chartered Accountants  
61 Macrae Road, 1<sup>st</sup> Floor, Ham Green  
Bristol BS20 0DD

The Executive Committee present their report and the audited financial statements for the year ended 31 December 2022.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

### General

Cobseo - the Confederation of Service Charities - is a private company with no share capital, limited by guarantee. The company was established under a memorandum of association which established the objects and powers of the company and is governed under its articles of association. These are supplemented by Cobseo Regulations. Members of the Cobseo Executive Committee are also Directors of the company who, drawn from the Membership, give their time voluntarily and receive no benefits from the company. The Executive Committee makes such rules for the conduct of business as are necessary for the furtherance of the objects of Cobseo. Specialist knowledge or opinion may be co-opted, when necessary.

A Finance Committee convenes ahead of the quarterly meetings of the Executive Committee to consider Cobseo's operational risk, which includes remuneration for the small Cobseo office team, and annual audit. Salaries were most recently market tested in 2019 and a further exercise is due to be conducted in early 2023. In the interim, a cost-of-living review is conducted when Budgets are set each year.

### Appointment of Executive Committee

The Cobseo Executive Committee, consisting of the Chair and Vice-Chair, eight Permanent Members and nine Elected Members from Full Member charities, manage the business of Cobseo. All representatives on the Executive Committee are the Chief Executives (or equivalent) of Member charities. The permanent members of the Executive Committee are:

Permanent Members
Army Benevolent Fund (ABF)
Forces in Mind Trust (FiMT)
Help for Heroes (H4H)
The Royal Air Force Benevolent Fund (RAFBF)
The Royal British Legion (RBL)
The Royal Navy and Royal Marines Charity (RNRMC)
The Soldiers', Sailors', Airmen's and Families' Association (SSAFA)
Veterans Scotland (VS)

The Elected Members are nominated from Full Member charities, which are appointed at the Annual General Meeting (AGM) for a period of three years. At the end of their tenure, they must stand down or seek re-election by the Membership; except for the Vice Chair who remains a Director of Cobseo for as long as they hold office. The AGM was held on 13 July 2022, resulting in the following changes:

Pre AGM	Post AGM
RFEA – The Forces Employment Charity	RFEA – The Forces Employment Charity*
Defence Medical Welfare Service	Defence Medical Welfare Service
The Poppy Factory	The Poppy Factory
War Widows’ Association of Great Britain	War Widows’ Association of Great Britain
Stoll	Stoll
Blesma, The Limbless Veterans	Blesma, The Limbless Veterans <b>(Re-Elected)</b>
Blind Veterans UK	Blind Veterans UK <b>(Re-Elected)</b>
Combat Stress	Combat Stress <b>(Re-Elected)</b>
Officers’ Association (also Cobseo Vice Chair)	Women’s Royal Army Corps Association <b>(Elected)</b>

\* RFEA and The Officers’ Association merged in May 2022 to form the Forces Employment Charity (FEC)

## COBSEO DIRECTORS’ ANNUAL REPORT 2022

### External Environment

The Confederation’s activities in 2022 were less dominated by the impact of the pandemic on the Armed Forces Community, and increasingly concerned with the cost-of-living impact on the Confederation’s members, especially given the potential coincidence of increasing beneficiary demand, pressure on regular income streams and exposure to cost-base increases, not least in terms of utilities and payroll rises.

Against this strategic turbulence, routine work continued to build on the long-term strategic aims of the Confederation throughout 2022, enabling our membership and influencing policy on behalf of the sector.

### Internal Organisation

Although the internal organisation of Cobseo has not been changed this year, there have been two distinct changes of key officials. Owing to the planned retirement of both the previous Executive Chair and Director of Operations (also as Company Secretary), both appointments saw new incumbents in the first half of the year.

Such a change of appointees has allowed for a degree of reflection on Cobseo’s past performance and future requirements to ensure that the organisation was positioned correctly for the future. There is clear recognition that Cobseo has developed in terms of reach and impact since its inception, something that needed to be consolidated upon as the organisation tackles the challenges of the future landscape. As a consequence, this year’s report is an evaluation of annual performance based on first principles, against Cobseo’s founding objectives as timelessly recorded in its Articles of Association.

**Cobseo Objects.** The stated Objects of Cobseo are to represent, promote and further the interests of the Armed Forces Community by:

- Exchanging and coordinating information internally.
- Identifying issues of common concern and coordinating any necessary and appropriate action.
- Acting as a point of contact for external agencies to the Members of Cobseo.
- Representing and supporting the needs and opinions of its Member organisations, individually and collectively, at central and local government levels and with other national and international agencies.

**Strategic Objectives.** Cobseo has six strategic objectives, which provide the framework for meeting its Objects:

- **Strengthen the Confederation** by promoting the highest standards of governance across the Confederation in order to develop the strength and resilience of the Sector and so retain the trust of the Nation.
- **Improve the Effectiveness of the Sector** by enhancing the efficiency and effectiveness of Members, encouraging greater cooperation, utilising the cluster structure, and ensuring all Members have the opportunity to link with each other in order to improve best practice and levels of support to beneficiaries.
- **Improve Collaboration across the Sector** by encouraging collaborative effort and the active participation in shared endeavours between like-minded Members whilst discouraging and reducing duplication, in order to simplify and improve the delivery of support to beneficiaries.
- **Improve Engagement** by working with Members to develop further a proactive internal and external communications and an engagement strategy ensuring that the voice of the Service Charity Sector is heard and understood by all Members and by all key stakeholders.
- **Influence key stakeholders** and fulfil its role as an advocate for the Service Charity Sector by promoting the interests of the Armed Forces Community at all relevant high-level coordination groups involving interaction with Government - principally the Office for Veterans' Affairs (OVA) and the Ministry of Defence (MoD) but also other government departments - devolved administrations, local government, and appropriate regulatory bodies.
- **Improve the structure and resilience of the Confederation** by encouraging Full and Associate membership of the Confederation by Service Charities and other organisations, and by identifying and implementing enduring funding solutions to ensure the long-term sustainability of the Confederation.

## MEMBERSHIP

Foremost, it is recognised that Cobseo is a membership organisation primarily seeking to benefit its members and, in so doing, contributing positively to the provision of effective and efficient support for the whole Armed Forces Community. The independence of individual membership organisations is acknowledged, as well as their interdependence with others across the military charity sector; for this reason collaboration is one of Cobseo's core values.

**Member Profile.** In 2022, Cobseo maintained a membership of over 900, comprising 316 (Full, Regimental, or Associate) subscribing members, the majority of which (92%) being registered charities, and more than 600 (Affiliate) Branches of the major Service Associations.

**Stability.** The desire to increase member numbers for reasons such as reach and revenue was again tempered by the need to apply due diligence to new applicants; however, the affirmingly high rate of retention (98%) meant that consistency in the membership was sustained and managed growth (7 Members) achieved at year end.

**Small Member Subsidy.** Those with income under £1M p.a. (the most used definition of a 'small' charity) formed the majority (75%) of members, and strong representation by this cohort was maintained, in part, by the fee structure being geared (to gross annual income) so that the real cost of membership is subsidised by the implicit generosity of the largest. This is a long-standing arrangement with the result that, in 2022, small members were collectively required to contribute just 15% of the total income from fees, whereas 85% was derived from just 25% of Members, and the largest 10 Members alone contributed 49%.

## DELIVERING INTERNAL IMPACT

### Information Exchange

*Cobseo is mandated to exchange and coordinate information internally.*

Ensuring that Cobseo Members are kept informed of relevant developments across the Sector is important, ensuring currency and empowering them to act with the most up-to-date information and advice. The weekly newsletter, website and social media channels have continued to provide the bedrock of this communications capability, although key events and forums have also been programmed throughout the year.

The weekly newsletter has continued to grow in its reach and impact, being sent to over 1600 contacts across the sector, notably to subscribing members, but also to select external stakeholders. As well as promulgating key policy changes and launches, the newsletter also provides an opportunity for members to share their news and job opportunities. The open rate of approximately 40% is comparatively high, demonstrating a regular weekly readership of over 600 contacts.

Social media channels have continued to develop organically, with LinkedIn taking the lead in terms of uptake.

Forums for Communications staff were convened online during 2022 to establish a network, share ideas and identify best practice from across the sector, as well as to introduce Communications colleagues from the public sector. These forums have proved to be a positive way to connect communication teams across organisational boundaries as well as providing another opportunity to collaborate and co-operate on joint issues.

### Addressing Common Concerns

*Cobseo is mandated to identify issues of common concern and coordinate any necessary and appropriate action.*

**Identification of Concerns.** As well as routine correspondence and interaction with members, there are a number of established mechanisms to identify concerns within the membership, outlined as follows:

- **Cluster System.** The Cluster system provides a key opportunity to draw Members and other interested stakeholders (notably from across government) together on a regular basis along thematic lines, sharing knowledge and identifying both concerns and best practice. The demand for more Clusters is evident, and the Executive Committee considered an external report at its May 2022 meeting to look at the development of the current system. Around 25% of Cobseo Members are actively engaged in one or more of these collaborative Clusters.
- **Surveys and Polls.** Additionally, a number of discrete surveys have been conducted or facilitated throughout the year in response to ongoing or emerging concerns in order to build an evidence base for current action and future planning. The appetite for conducting surveys grows, as does the fatigue of those being canvassed to contribute responses; for this reason, increasingly any new surveys have to be soundly justified. In 2022, Cobseo continued to ask Members how they were working through the Covid-19 pandemic, looking at developing trends and longitudinal themes. Two surveys were conducted in-year, building on the four previous surveys conducted throughout 2020 and 2021 by the Directory of Social Change. The metrics covered - such as beneficiary needs, service delivery, income and expenditure pressures and risk - provided a useful basis for evaluating the impact of the cost-of-living crisis too. With regards to the cost-of-living crisis, growing concerns being raised through Members led to a temperature-check of the impact on beneficiaries being taken through a simple polling exercise over the month of October 2022. A total of 869 responses were received from the veteran population, highlighting areas of developing concern and themes, forming part of our subsequent engagement with government and other organisations.

- **Governance Tool.** The Cobseo Governance Tool, and the associated updated guidance, was published on 1 March 2022 to support the launch of the second governance self-reporting cycle. As with the first reporting cycle, the primary aim of the tool was to provide a checklist to assist trustees in discharging their governance responsibilities, but also allowing analysis of anonymised data to derive lessons for the whole sector, as well as informing priorities on where Cobseo support might be needed going forward.

**Specific Response Activation.** Seeking to address concerns raised throughout the year, a number of responses have been developed and delivered:

- **Safeguarding Practice.** As a result of the lessons learned from the governance self-reporting tool, a Safeguarding Working Group was formed in March 2022, comprising cross-Sector experts, which has met quarterly to provide advice on a range of safeguarding issues, as well as considering how best to corral safeguarding expertise for the benefit of the whole sector. Part of the development of this group's impact has been a Safeguarding Knowledge Library and a programme of webinars seeking to address specific safeguarding issues.
- **Data Protection.** Around 80 colleagues from 61 member organisations came together for an online Data Protection Webinar in September 2022 to hear from an external Data Protection Director on the lessons of four years of GDPR, as well as some practical steps about writing policy and handling breaches.
- **Equality, Diversity and Inclusion (EDI) Support.** An EDI Symposium was held in October 2022, bringing together sector leaders, experts and stakeholders to provide information and inspiration, as well as to share best practice on this important topic. The keynote speaker was The Rt Hon. The Lord Etherton, the chair of the independent review into the impact of the historic ban on LGBT military personnel on veterans.
- **Projects and Programmes.** Cobseo is a natural hub for the coordination of projects benefitting the Sector as a whole, attracting funding from numerous sources. This year saw the delivery of the scoping element of the HMT-funded Digital and Data Strategy (DaDS) programme, through an Executive Committee Project Board, contributing to broader understanding of beneficiary requirements under the auspices of any wider future HMG programme. Additionally, funded by the Armed Forces Covenant Fund Trust (AFCFT), Cobseo has been able to contribute to the Veterans Places, Pathways and People Programme (VPPP) providing cross-Sector leverage to further improve the provision of safe, supportive and well-run services supporting veterans on mental health recovery pathways.

**Ongoing Support.** In an increasingly regulated environment where compliance is not negotiable, Cobseo Members need always to be cognisant of their responsibilities. A range of routine support is provided by the in-house Governance Support Team including a suite of Aide Memoires setting out governance policies, requirements, guidance and best practice; a Governance Practice Self-Reporting Tool; a range of governance-related webinars supported by external speakers; and one-to-one guidance and signposting where required.

## DELIVERING EXTERNAL IMPACT

### Connecting External Agencies to Membership

*Cobseo is mandated to act as a point of contact for external agencies to the Members of Cobseo.*

An enduring feature of Cobseo's routine business is joining-up-the-dots for external stakeholders and making any necessary connections, referrals and the redirection of enquiries to Members. This happens routinely through the Cobseo enquiries system and regularly through attendance at various meetings and conferences.

### Representing Membership Needs and Opinions

*Cobseo is mandated to represent and support the needs and opinions of its Member organisations, individually and collectively, at central and local government levels and with other national and international agencies.*

There are various methods and mechanisms by which Cobseo is able to represent the needs of its Members, some are quite structured, other less so.

**Structured Engagement.** The Chair and members of the Executive Committee remain engaged on numerous Boards and Committees working across the sector and beyond. Notable amongst these are representation on the MOD Service Charities Partnership Board, MOD Veterans Advisory Board and the Armed Forces Covenant Fund Trust Board. Additionally, Cobseo provides commentary on the annual submission to Parliament of the Covenant and Veterans Annual Report (CVAR), for which input is sought from Cobseo members prior to drafting. The CVAR for 2022 was important, reflecting on 10 years of the Armed Forces Covenant. This year 17 members responded with additional input and commentary which shaped the input from Cobseo.

**International Engagement.** Alongside some of the Members, Cobseo was invited to provide in-person evidence to the Australian Royal Commission into Defence and Veteran Suicide when the Commissioners visited the UK over the Summer. Links with the Australian authorities and military charity sector are still being maintained.

**Access and Influence.** Cobseo has established a routine dialogue with the Charity Commission in order to represent the concerns of membership and to seek sector-specific guidance where necessary. In 2022 there was an active dialogue on Member-raised concerns over the war in Ukraine, leading to authoritative guidance on how members could tailor their support, if necessary, and avoid potential perilous pitfalls. In July the AGM provided a forum for members to represent their views in person, as well as improving understanding and exchanging insights. Following a number of online AGMs, this year's returned to an in-person format and, as well as updates from MOD, OVA and the NHS, there were key addresses by the recently appointed UK Minister for Veterans' Affairs, the Ukrainian Deputy Minister for Veterans and the Chief Executive of the National Council of Voluntary Organisations (NCVO).

## FUTURE PLANS

The experience of the last number of years has told us that the landscape is subject to frequent change. Speculatively, we are likely to see a better resourced OVA over the next couple of years, with the associated requirement to form closer synergies.

In late 2022, a Cobseo piece of work was initiated to share the priorities for Cobseo, MOD and OVA for 2023, hopefully leading to greater coordination of efforts. For Cobseo looking forward, these priorities have formed the basis of a developmental, forward-looking, outcome-focussed Business Plan for 2023, four key strategic outcomes and associated narratives are follows:

- **Strategic Shaping.** Ensuring that maximum use is made of strategic-level data, not least the availability of Census Data, and that Cobseo is actively engaged in shaping commitments that are encased within future revisions of the Armed Forces Covenant and the Veterans' Strategy.
- **Sector Cohesion.** Ensuring that the general health of the military charity sector is analysed and monitored, detecting notable shifts. Additionally, making sure that delivery against current commitments within the Armed Forces Covenant and Veterans Strategy Action Plan is monitored, and that there is oversight of the Sector-wide research picture.
- **Membership Enhancement.** Ensuring that the support provided by Members is captured in a useable and shareable form, emphasising the benefits provided. Additionally, ensuring that the Cobseo Cluster system evolves to meet current and future needs.
- **Core Strength Investment.** Ensuring that the reputation and resilience of Cobseo is maintained, and the full impact of the Confederation is captured and understood by relevant audiences.



## **FINANCIAL REVIEW**

### **Financial Management**

Cobseo voluntarily subjects its finances and controls to external Audit for reason of assurance to the Membership and other stakeholders, and additionally follows the SORP format in the Annual Report and Financial Statements so far as is possible, providing a greater level of transparency than that required by a Company Limited by Guarantee.

### **Financial Performance**

Total funds decreased to £1,191k (£1,645k in 2021). Several funds, which are Restricted to projects benefiting the Sector and managed by Cobseo, were drawn down or concluded in 2022. Funds available to support the cost of the Cobseo office increased by £24k, however, when an operating surplus was achieved for the first time since 2017.

Income derives principally from Member subscriptions, which amounted to £294k, reflecting a £14k (5%) increase on the previous year. Expenditure was supported by the MOD/OVA grant towards cost of staff and overheads, and the re-charge which was applied to Sector grants to offset the additional costs associated with management; this resulted in a net-positive position, when the associated additional workload was largely absorbed by the core staff.

### **Principal Risks and Uncertainties**

Cobseo's strategic and operational risks are kept under regular review as part of routine business. As with many organisations at present, the prevailing uncertainty is over the impact of ongoing inflationary pressures on operating costs, and the extent to which income might be increased correspondingly. For a membership organisation, such increases would largely be translated into the level of membership subscriptions, just at the time when many members will be confronting similar cost-base pressures. Added to this is the domestic cost-of-living pressure impacting on many employees, potentially bringing into sharper focus the competitiveness of our existing remuneration packages.

### **Reserves Policy and Going Concern**

The policy remains to retain one year's operating reserve, which is comfortably exceeded (at over 18 months) when the Budget was set at £383k for 2023. Furthermore, Cobseo takes a 5-year outlook which it reviews regularly in respect of 'going concern' and cashflow is monitored in anticipation of the commitment of funds.

### **Statement of Responsibilities of the Executive Committee**

The Executive Committee (who are also Directors of Cobseo - The Confederation of Service Charities - for the purposes of company law) are responsible for preparing the Executive Committee's annual 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 Executive Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the incoming and application of resources, including the income and expenditure, of the company for that period.

In preparing these financial statements, the Executive Committee are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice 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 company will continue in operation.

The Executive Committee have also opted to observe, as far as they are able, the methods and principles in the Charities SORP.

The Executive Committee are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Executive Committee are aware:

- There is no relevant audit information of which the company's auditor is unaware.
- The Executive Committee have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Executive Committee is responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

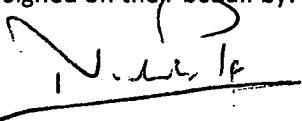
Members of the company guarantee to contribute an amount not exceeding £1 to the assets of the company in the event of winding up. The total number of such guarantees at 31 December 2022 was 21 (2021: 22). The Executive Committee are members of the company, but this entitles them only to voting rights. The Executive Committee have no beneficial interest in the company.

#### **Auditor**

Elliott Bunker Ltd was appointed as the company's auditor for 2022, following the previous five annual audits having been conducted by Sayer-Vincent LLP.

The report of the Directors has been prepared in accordance with the special provisions applicable to 'companies subject to the small companies' regime'.

The Executive Committee's annual report has been approved by the Executive Committee on 24 May 2023 and signed on their behalf by:



**Lieutenant General Sir Nicholas Pope KCB CBE**  
**Cobseo Executive Chair**

## **Independent auditor's report to the members of Cobseo – The Confederation of Service Charities**

### **Opinion**

We have audited the financial statements of Cobseo – the Confederation of Service Charities (the 'company') for the year ended 31 December 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the executive committees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the executive committee with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the executive committees' annual report, other than the financial statements and our auditor's report thereon. The executive committee are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial

statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the executive committees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the executive committees' report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the executive committees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of the executive committee**

As explained more fully in the statement of executive committees' responsibilities statement, the executive committee (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the executive committee are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the executive committee either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

**Key audit matters: Our assessment of risks of material misstatement**

Key audit matters are those matters that in our professional judgement were of most significance in the audit of the financial statements and include the most significant assessed risks of material misstatement (whether or not due to fraud) identified by us, including those which had the greatest effect on the allocation of resources in the audit, and directing the efforts of the engagement team. There are no key areas identified as the audit is low risk with normal audit procedures adequate in all audit areas. We agreed to report to the executive committee any corrected or uncorrected identified misstatements.

To identify risks of material misstatement due to fraud we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the senior management team and inspection of key papers provided to those charged with governance as to high level policies and procedures to prevent and detect fraud.
- Reviewing the minutes of the executive committee and finance committees' meetings.
- We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account possible pressures to meet targets and our overall knowledge of the control environment, we performed procedures to assess the risks of management override of controls. To address the pervasive risk as it related to management override of controls, we reviewed material journal entries and agreed these to supporting documentation where appropriate.

**Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations**

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience. Our assessment of risks involved gaining an understanding of the control environment including the entity's procedures for complying with regulatory requirements.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. The potential effect of these laws and regulations on the financial statements varies considerably:

- Firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting regulation (including related companies regulation), taxation legislation (payroll taxes) and pension legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures in the audit areas relevant to these items.
- Secondly, the company is subject to many other laws and regulations where the consequence of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such as effect:

- Health and safety laws.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of management and executives and inspection of regulatory and legal correspondence, if any. Therefore, if any breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

**Limitations to the ability of the audit to detect fraud or breaches of laws and regulation**

Owing to the inherent limitation of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as this may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement, and therefore we are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations. A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the executive committee.
- Conclude on the appropriateness of the executive committees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Nicolas Michael FCA (Senior Statutory Auditor)

For and on behalf of  
Elliott Bunker Ltd  
Chartered accountants & statutory auditor  
61 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

24 May 2023

Cobseo – the Confederation of Service Charities

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2022

	Note	Unrestricted General £	Restricted £	2022 Total £	Unrestricted General £	Restricted £	2021 Total £
<b>Income from:</b>							
Grants and donations	2	1,208	393,068	394,276	10,578	843,938	854,516
Charitable activities	3						
Members Subscriptions		292,395	-	292,395	269,560	-	269,560
Other trading activities		-	-	-	2,764	-	2,764
Bank interest		752	-	752	-	-	-
<b>Total income</b>		<b>294,355</b>	<b>393,068</b>	<b>687,423</b>	<b>282,902</b>	<b>843,938</b>	<b>1,126,840</b>
<b>Expenditure on:</b>							
Charitable activities	4a						
Membership Services		269,013	144,613	413,625	299,856	81,591	381,447
AFCFT – Strategic Pathways Programme (SPP)		-	34,783	34,783	-	46,817	46,817
AFCFT – Veterans Mental Health and Wellbeing (VPPP)		-	114,793	114,793	-	17,464	17,464
OVA – Veterans Mental Health Information System (VMHIS)		-	(2,000)	(2,000)	-	45,512	45,512
NHS England – Health of Female Veterans research		-	11,155	11,155	-	8,768	8,768
AFCFT – Building Capacity in Northern Ireland (NIVSO)		-	88,500	88,500	-	60,000	60,000
Digital and Data Strategy (DADS) – OVA/Treasury		-	475,000	475,000	-	-	-
Casework Management System (CMS)		-	4,765	4,765	-	-	-
<b>Total expenditure</b>		<b>269,013</b>	<b>871,608</b>	<b>1,140,621</b>	<b>299,856</b>	<b>260,152</b>	<b>560,008</b>
<b>Net (expenditure)/income for the year</b>	5	<b>25,342</b>	<b>(478,540)</b>	<b>(453,198)</b>	<b>(16,954)</b>	<b>583,786</b>	<b>566,832</b>
Transfers between funds		-	-	-	16,954	(16,954)	-
<b>Net movement in funds</b>		<b>25,342</b>	<b>(478,540)</b>	<b>(453,198)</b>	<b>-</b>	<b>566,832</b>	<b>566,832</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		650,950	994,004	1,644,954	650,950	427,172	1,078,122
<b>Total funds carried forward</b>		<b>676,292</b>	<b>515,464</b>	<b>1,191,756</b>	<b>650,950</b>	<b>994,004</b>	<b>1,644,954</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14a to the financial statements.



Cobseo – the Confederation of Service Charities

Balance sheet


Company no: 5098973

As at 31 December 2022

	Note	£	2022 £	£	2021 £
<b>Fixed assets:</b>					
Tangible assets	10		<u>-</u>		<u>-</u>
			-		-
<b>Current assets:</b>					
Debtors	11	222,111		670,979	
Cash at bank and in hand		<u>1,426,861</u>		<u>1,113,357</u>	
		1,648,972		1,784,336	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	12	<u>(457,216)</u>		<u>(139,382)</u>	
<b>Net current assets</b>			<u>1,191,756</u>		<u>1,644,954</u>
<b>Total net assets</b>	13		<u>1,191,756</u>		<u>1,644,954</u>
<b>The funds of the organisation:</b>	14a				
Restricted income funds			515,464		994,004
Unrestricted income funds:					
General funds		<u>676,292</u>		<u>650,950</u>	
Total unrestricted funds			<u>676,292</u>		<u>650,950</u>
<b>Total funds</b>			<u>1,191,756</u>		<u>1,644,954</u>

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

Approved by the directors on 24 May 2023 and signed on their behalf by



Lieutenant General Sir Nick Pope KCB CBE  
Chair

Cobseo – the Confederation of Service Charities

Statement of cash flows

For the year ended 31 December 2022

	2022 £	£	2021 £	£
Net income for the reporting period (as per the statement of financial activities)	(453,198)		566,832	
Depreciation charges	-		466	
Dividends, interest and rent from investments	(752)		-	
Decrease in debtors	448,868		(510,490)	
Increase in creditors	317,834		89,376	
Net cash provided / (used in) by operating activities		<u>312,752</u>		<u>146,184</u>
Cash flows from investing activities:				
Dividends, interest and rents from investments	752		-	
Net cash (used in) investing activities		752		-
Change in cash and cash equivalents in the year		313,504		146,184
Cash and cash equivalents at the beginning of the year		<u>1,113,357</u>		<u>967,173</u>
Cash and cash equivalents at the end of the year		<u><u>1,426,861</u></u>		<u><u>1,113,357</u></u>

## Cobseo – the Confederation of Service Charities

### Notes to the financial statements

For the year ended 31 December 2022

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#### 1 Accounting policies

##### a) Statutory information

Cobseo – the Confederation of Service Charities is a company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Second Floor, Mountbarrow House, 6–20 Elizabeth Street, London SW1W 9RB.

##### b) Basis of preparation

The company has chosen to prepare the financial statements 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

The decision to prepare financial statements in accordance with SORP FRS 102 is voluntary and entirely at the discretion of the executive committee. This decision has been made to keep presentation in line with the organisations which subscribe to Cobseo's services.

##### c) Public benefit entity

The company meets the definition of a public benefit entity under FRS 102 as the entity is provided with a view to supporting the primary objectives rather than providing a financial return.

##### d) Going concern

The directors consider that there are no material uncertainties about the company's ability to continue as a going concern.

The directors do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

With 80% of income received by May 2023, combined with the diversification of funding core staff and overhead, Cobseo anticipates continuing to operate under its current office structure within a managed drawdown from reserves to underpin the remaining operating deficit in the medium term.

##### e) Income

Income is recognised when the company has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Income from membership subscriptions is recognised in the year to which the subscription relate. Income from membership donations/contributions is recognised on receipt.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the entity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the entity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the entity which is the amount the entity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering support services to member entities.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated in full to membership services. The MoD Core staff grant covers 3/7 of this core overhead (excluding direct staff costs). Costs of other activities are represented in full by direct costs.

Governance costs are the costs associated with the governance arrangements of the entity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the entity's activities, including the costs of undertaking a Annual General Meeting.

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

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1 Accounting policies (continued)

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment over £1,000 are capitalised. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Equipment 5 years

m) Debtors

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

n) Cash at bank and in hand

Cash at bank and cash 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.

o) Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

p) 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.

q) Pensions

Cobseo operate a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund.

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

2 Income from grants and donations

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Treasury – Digital and Data Strategy (DADS)	-	-	-	-	475,000	475,000
AFCFT – Building Capacity in N.Ireland (NIVSO)	-	90,000	90,000	-	60,000	60,000
AFCFT – VPPP Veterans Mental Health and Wellbeing	-	100,000	100,000	-	50,000	50,000
AFCFT – Strategic Pathways Programme (SPP)	-	5,000	5,000	-	40,000	40,000
AFCFT – VPPP – Communication.	-	16,500	16,500	-	-	-
OVA – Veterans Mental Health Information System	-	-	-	-	49,000	49,000
MoD – Cobseo Staff posts	-	181,568	181,568	-	90,338	90,338
NHS England – Health of Female Veterans research	-	-	-	-	25,000	25,000
NHS England – Care of Bereaved Families	-	-	-	-	29,600	29,600
NHS England – Reservists Health Research	-	-	-	-	25,000	25,000
Westminster Foundation	1,208	-	1,208	1,208	-	1,208
Members Contributions	-	-	-	9,370	-	9,370
	1,208	393,068	394,276	10,578	843,938	854,516

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Membership Subscriptions	292,395	-	292,395	256,720	-	256,720
Sub-total for Membership	292,395	-	292,395	256,720	-	256,720

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

4a Analysis of expenditure (current year)

	Funded projects							Member services				2022 Total £	2021 Total £
	AFCFT – Strategic Pathways Programme (SPP)	AFCFT – Veterans Mental Health and Wellbeing (VPPP)	OVA – Veterans Mental Health Information System (VMHIS)	NHS England – Health of Female Veterans research	Casework Management System (CMS)	Covenant delivery in Northern Ireland	Digital and Data Strategy (DADS) – OVA/Treasury	MoD – Cobseo Staff	Cobseo Office	Governance costs	Support costs		
	£	£	£	£	£	£	£	£	£	£	£	£	£
Staff costs (Note 6)	12,544	93,148	-	-	-	-	-	89,290	-	-	268,682	463,663	328,651
Staff training and other staff costs	1,426	5,453	-	-	-	-	-	2,238	-	-	12,158	21,276	30,326
Research/Scoping Study and Consultancy	5,850	-	(2,000)	-	4,765	-	177,195	8,044	6,540	-	200,394	55,270	
Membership events costs	381	471	-	-	-	-	-	-	5,805	-	6,657	1,245	
IT including CRM	-	468	-	-	-	-	-	1,912	-	-	8,015	10,395	
Legal Costs	-	-	-	-	-	-	-	-	-	-	990	990	
AGM & Executive Meeting costs	37	119	-	-	-	-	-	135	-	7,867	8,158	3,644	
Office costs	45	134	-	-	-	-	-	936	-	-	8,979	10,094	
Rent	-	-	-	-	-	-	-	-	-	-	38,036	38,036	
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	
Grants payable and Return of Funds	-	-	-	11,155	-	-	60,000	297,805	-	-	368,960	60,000	
Audit and accountancy	-	-	-	-	-	-	-	-	-	5,013	6,985	11,998	
	20,283	99,793	(2,000)	11,155	4,765	60,000	475,000	102,555	12,345	12,880	343,845	1,140,621	560,008
Support costs	14,500	15,000	-	-	-	-	28,500	-	42,058	243,787	(343,845)	-	-
Governance costs	-	-	-	-	-	-	-	-	12,880	(12,880)	-	-	-
<b>Total expenditure 2022</b>	<b>34,783</b>	<b>114,793</b>	<b>(2,000)</b>	<b>11,155</b>	<b>4,765</b>	<b>88,500</b>	<b>475,000</b>	<b>144,613</b>	<b>269,013</b>	<b>-</b>	<b>-</b>	<b>1,140,621</b>	<b>-</b>

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

4b Analysis of expenditure (prior year)

	Funded projects OVA –					Member services				2021 Total £
	AFCFT – Strategic Pathways Programme (SPP) £	AFCFT – Veterans Mental Health and Wellbeing (VPPP) £	Veterans Mental Health Information System £	NHS England – Health of Female Veterans research £	Covenant delivery in Northern Ireland £	MoD – Cobseo Staff £	Cobseo £	Governance costs £	Support costs £	
Staff costs (Note 6)	44,312	12,286	-	-	-	30,490	-	-	241,563	328,651
Staff training and other staff costs	2,453	1,719	-	-	-	361	-	18,000	7,793	30,326
Research/Scoping Study and Consultancy	-	-	45,512	8,768	-	990	-	-	-	55,270
Membership events costs	-	-	-	-	-	-	1,245	-	-	1,245
IT including CRM	44	3,459	-	-	-	1,208	-	-	13,255	17,966
Legal Costs	-	-	-	-	-	-	-	-	749	749
AGM & Executive Meeting costs	-	-	-	-	-	-	-	3,644	-	3,644
Office costs	8	-	-	-	-	-	-	-	7,403	7,411
Rent	-	-	-	-	-	-	-	-	36,707	36,707
Depreciation	-	-	-	-	-	-	-	-	466	466
Grants payable	-	-	-	-	60,000	-	-	-	-	60,000
Audit and accountancy	-	-	-	-	-	-	-	7,993	9,580	17,573
	<b>46,817</b>	<b>17,464</b>	<b>45,512</b>	<b>8,768</b>	<b>60,000</b>	<b>33,049</b>	<b>1,245</b>	<b>29,637</b>	<b>317,516</b>	<b>560,008</b>
Support costs	-	-	-	-	-	269,013	48,503	-	(317,516)	-
Governance costs	-	-	-	-	-	-	29,637	(29,637)	-	-
<b>Total expenditure 2021</b>	<b>46,817</b>	<b>17,464</b>	<b>45,512</b>	<b>8,768</b>	<b>60,000</b>	<b>174,867</b>	<b>79,385</b>	<b>-</b>	<b>-</b>	<b>560,008</b>



Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

5 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Depreciation	-	466
Auditor's remuneration (excluding VAT):		
Audit	5,000	6,650
Other services	-	6,450
	<u>          </u>	<u>          </u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	394,748	281,792
Social security costs	39,227	25,637
Defined contribution pension scheme employer contributions	21,885	14,771
Other forms of employee benefits	7,804	7,805
	<u>463,664</u>	<u>330,005</u>

No employees (2021: one) received employee benefits (excluding employer pension costs and employer's national insurance) over £60,000.

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £207,427 (2021: £180,503).

The Executive chair is paid £53,333 (2021: £42,448) for employment. No other directors were paid nor received any other benefits from employment with the company in the year (2021: £nil). No director received payment for professional or other services supplied (2021: £nil).

Directors' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil).

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 8.66 (2021: 6.33).

8 Related party transactions

The directors are all employed by member organisations of Cobseo, from which Cobseo receives membership subscriptions in accordance with its standard fees policy.

There are no other related party transactions to disclose for 2022 (2021: none).

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

9 Taxation

The company is exempt from corporation tax as all its income is received from non-trading activities and so no corporation tax is due.

10 Tangible fixed assets

	Computer equipment £	Total £
Cost or valuation		
At the start of the year	9,325	9,325
At the end of the year	<u>9,325</u>	<u>9,325</u>
Depreciation		
At the start of the year	9,325	9,325
Charge for the year	-	-
At the end of the year	<u>9,325</u>	<u>9,325</u>
Net book value		
At the end of the year	<u>-</u>	<u>-</u>
At the start of the year	<u>-</u>	<u>-</u>

11 Debtors

	2022 £	2021 £
Trade debtors	201,669	564,503
Prepayments and accrued income	20,442	106,476
	<u>222,111</u>	<u>670,979</u>

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	4,806	9,972
Taxation and social security	15,018	9,702
Other creditors	3,768	2,078
Accruals and deferred income	433,624	117,630
	<u>457,216</u>	<u>139,382</u>

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

13a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	676,292	-	515,464	1,191,756
<b>Net assets at 31 December 2022</b>	<b>676,292</b>	<b>-</b>	<b>515,464</b>	<b>1,191,756</b>

13b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	650,950	-	994,004	1,644,954
<b>Net assets at 31 December 2021</b>	<b>650,950</b>	<b>-</b>	<b>994,004</b>	<b>1,644,954</b>

14a Movements in funds (current year)

	At 1 January 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
<b>Restricted funds:</b>					
LIBOR Funds – operating	263,592	-	-	-	263,592
MoD – CMS	43,548	-	(4,765)	-	38,783
Treasury – Digital and Data Strategy (DADS)	475,000	-	(475,000)	-	-
Covenant in Northern Ireland	-	90,000	(88,500)	-	1,500
AFCFT – Veterans Mental Health and Wellbeing (VPPP)	32,536	100,000	(114,793)	-	17,743
AFCFT – Strategic Pathways	31,953	5,000	(34,783)	-	2,170
AFCFT VPPP Communication	-	16,500	-	-	16,500
MoD – Cobseo Core Posts	53,132	181,568	(144,613)	-	90,087
OVA – Veterans Mental Health Information System (VMHIS)	3,488	-	2,000	-	5,488
NHS England – Health of Female Veterans research					
Scoping study	11,155	-	(11,155)	-	-
Further research	25,000	-	-	-	25,000
NHS England – Care of Bereaved Families	29,600	-	-	-	29,600
NHS England – Reservists	25,000	-	-	-	25,000
<b>Total restricted funds</b>	<b>994,004</b>	<b>393,068</b>	<b>(871,608)</b>	<b>-</b>	<b>515,464</b>
<b>General funds</b>	<b>650,950</b>	<b>294,355</b>	<b>(269,013)</b>	<b>-</b>	<b>676,292</b>
<b>Total unrestricted funds</b>	<b>650,950</b>	<b>294,355</b>	<b>(269,013)</b>	<b>-</b>	<b>676,292</b>
<b>Total funds</b>	<b>1,644,954</b>	<b>687,423</b>	<b>(1,140,621)</b>	<b>-</b>	<b>1,191,756</b>

The narrative to explain the purpose of each fund is given at the foot of the note on the next page.

Cobseo – the Confederation of Service Charities

Notes to the financial statements

For the year ended 31 December 2022

14b Movements in funds (prior year)

	At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
<b>Restricted funds:</b>					
LIBOR Funds – operating	280,546	-	-	(16,954)	263,592
MoD – CMS	43,548	-	-	-	43,548
Treasury – Digital and Data Strategy (DADS)	-	475,000	-	-	475,000
Covenant in Northern Ireland	-	60,000	(60,000)	-	-
AFCFT – Veterans Mental Health and AFCFT – Strategic Pathways	-	50,000	(17,464)	-	32,536
MoD – Cobseo Core Posts	38,770	40,000	(46,817)	-	31,953
OVA – Veterans Mental Health	44,385	90,338	(81,591)	-	53,132
NHS England – Health of Female Scoping study	-	49,000	(45,512)	-	3,488
Further research	19,923	-	(8,768)	-	11,155
NHS England – Care of Bereaved	-	25,000	-	-	25,000
NHS England – Reservists	-	29,600	-	-	29,600
	-	25,000	-	-	25,000
<b>Total restricted funds</b>	<b>427,172</b>	<b>843,938</b>	<b>(260,152)</b>	<b>(16,954)</b>	<b>994,004</b>
<b>General funds</b>	<b>650,950</b>	<b>282,902</b>	<b>(299,856)</b>	<b>16,954</b>	<b>650,950</b>
<b>Total unrestricted funds</b>	<b>650,950</b>	<b>282,902</b>	<b>(299,856)</b>	<b>16,954</b>	<b>650,950</b>
<b>Total funds</b>	<b>1,078,122</b>	<b>1,126,840</b>	<b>(560,008)</b>	<b>-</b>	<b>1,644,954</b>

Purposes of funds

Restricted funds

LIBOR Funds–operating: Granted to fund the operating deficit and investment in sustainability of Cobseo from generated income.

MoD – CMS: These funds were given to supplement the LIBOR CMS grant to help in the development of a new Casework Management System, for the joint benefit of Cobseo members (case working and grant giving charities) and the beneficiaries they support.

OVA/Treasury – Digital and Data Strategy (DADS): funds granted to conduct an initial scoping study for a Sector wide Digital & Data Strategy (DADS)

Covenant funding Northern Ireland: These funds are used to build capacity in Northern Ireland including the recruitment of a VSONI development manager.

AFCFT – Veterans Mental Health and Wellbeing (VPPP): Funds provide project staff for Cobseo to be VPPP Strategic Lead, commenced 1 Aug 2021.

AFCFT Positive Pathways: These funds were provided to establish a Mental Health Positive Pathways Programme Coordinator post to support the development of the AFCFT Positive and Strategic Pathways Programmes.

MoD – Cobseo Core Posts: To support capacity within Cobseo to enable it to sustain its initiatives to improve governance, collaboration and coordination across the Service Charity Sector, and further improve support for beneficiaries across the Armed Forces community.

OVA – Veterans Mental Health Information System (VMHIS): Sector scoping study, approaching completion.

NHS England – Health of Female Veterans research: Two grants for an initial scoping study made in 2020 and subsequently further research.

NHS England – Care of Bereaved Families: Health research project

NHS England – Reservists: Health research project

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**Notes to the financial statements**

**For the year ended 31 December 2022**

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**15 Legal status of the company**

The entity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.