



OutdoorLads Ltd

Company Limited by Guarantee

**Unaudited Financial Statements
For the Year Ended 31 March 2022**

**Registration Number: 06589498
Charity Registration Number: 1133121**

OutdoorLads Ltd
Company Limited by Guarantee
Financial Statements
Year Ended 31 March 2022

Contents	Page No.
Company Information	1
Introduction from the Chairman	2
Trustees Annual Report (incorporating the Directors' Report)	3 - 11
Independent Examiner's Report to the Trustees	12
Statement of Financial Activities (including Income and Expenditure Account)	13
Statement of Financial Position	14
Notes to the Financial Statements	15 - 22
The following pages do not form part of the statutory accounts	
Detailed Income & Expenditure Account	23 - 24

OutdoorLads Ltd
Company Limited by Guarantee
Company Information
For the year ended 31 March 2022

Trustees

Steven Allan
Daniel Barcroft (resigned 20 September 2021)
Danny McKeown -Henshall - Vice Chairman
Niels Pedersen (appointed 20 September 2021)
Neil Sharp (resigned 20 September 2021)
Matt Tennant - Chairman
Simon Francis William Hawthorn
Michael Joseph Payne (appointed 20 September 2021)
Danny Ballantyne
Fergus James Brunning
Edward Alexander Youngman (resigned 4 May 2021)
Gavin John Bridge
David Anthony Banks (appointed 20 September 2021)
Richard Overton (Co-opted Board Member elected 29 November 2021)
Emma Green (Co-opted Board Member elected 29 November 2021)

Company Secretary Liam Russell

Registered Office

Suite 440
Royal Exchange
Manchester
M2 7EP

Accountants

Beever and Struthers
Chartered Accountants
St George's House
215-219 Chester Road
Manchester
M15 4JE

Bankers

Virgin Money
48 – 50 Market Street
Manchester
M1 1PW

Nationwide Building Society
Kings Park Road,
Moulton Park
Northampton
NN3 6NW

Charities Aid Foundation Bank
(Account closed 27 April
2021)
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

Independent Examiner

Adam Thom FCA

Monmouthshire Building
Society
Monmouthshire House,
John Frost Square
Newport
South Wales
NP20 1PX

Aldermore Bank Plc
1st Floor, Block B, Western
House
Lynch Wood
Peterborough
PE2 6FZ

OutdoorLads Ltd
Company Limited by Guarantee
Introduction from Chairman
For the year ended 31 March 2022

OutdoorLads, like the rest of the outdoors sector, is now finding our feet after an unprecedented period of being in lockdown. As the UK comes out of the pandemic and looks to the future, OutdoorLads has spent the last 12 months restarting our full event programme and re-engaging with our members.

The AGM and this annual report is our chance to reflect on how OutdoorLads has performed over the last 12 months; what have we achieved, what the challenges facing the charity are, and what the opportunities for us looking to the future are. The Spring of 2021 marked OutdoorLads re-establishing our event programme, building from day events to camping, to hostel events and eventually the Big Events Programme.

I will begin the 2021-22 annual report with my reflections on how OutdoorLads restarted our event programme after the impact of the COVID-19 global pandemic.

In February of 2021, the board set out three aims for the charity in 2021 and into 2022: Re-establish the event programme, re-engagement with our members and run income-generating BIG Events. Throughout the early Spring, we mobilised leaders to start the planning of our day walk programme, with the aim of running 200-day walks and cycles between April and July. In May, we were able to begin reintroducing camps into the programme. In July, many climbing walls started opening their doors again which allowed us to re-start the climbing programme.

Restarting our paid events programme in 2021 came with some risk. There were several unknown aspects the charity had to contend with; would the UK go back into lockdown as numbers rose over the summer? Would our hostel and BIG Event providers be willing to take us back? Would our members want to come back to OutdoorLads events? These were all risks that the Trustees considered in the Spring of 2021; however, it was balanced against the risk of being overcautious and potentially being in a situation where we waited until the last minute to plan and deliver an event programme. Thankfully, both combination of well-thought-out internal planning and proportionate risk management, alongside external guidelines, allowed OutdoorLads to run our 15th Birthday Event, BIG Summer Camp, an Autumn of full hostel activity, and a successful Christmas Big Event Programme.

I will need to give a special mention to the staff team of OutdoorLads who have worked unbelievably hard to keep the charity going behind the scenes. Though the OutdoorLads event programme restarted from the Spring of 2021 the staff team remained, to an extent, on the furlough scheme until the October of that year. Their hard work and constant professionalism in restablising the OutdoorLads event programme should be commended.

2021 also marked a significant moment regarding our long-standing project to apply for VAT exempt status. In the late Spring of 2021, we successfully achieved a VAT refund of £106,000. This money helps establish a solid foundation of allowing the charity to meet our reserves target, alongside investing in website improvements, leader training and equipment put on hold since the pandemic started.

In January of 2022, the Trustee's met to consider the OutdoorLads strategy for the next five years. The pandemic and the restarting of the OutdoorLads programme presented an opportunity to consider what we think the future of the charity should be and how do we work towards that. In the early summer of this year, the draft strategy is being launched for consultation ahead of the AGM in September.

The AGM in 2022, where these accounts will be presented, marks the conclusion of my term as OutdoorLads Chair and as a Trustee. This September will mark nine years since I joined the OutdoorLads Trustee Board and three years of being Chair. Since 2013, I have seen OutdoorLads change as an organisation for the better; we are more financially stable, we are run more effectively and we are a stronger organisation than when I joined. We have a solid core product: *we run amazing outdoor activities for our members, led by our members*. Though we have these strong foundations, I also believe now is the time to innovate and evolve the charity to ensure OutdoorLads remains relevant to the next generation that wish to have the freedom to be themselves in the outdoors.

I would like to give my final thanks for the continued dedication of our members, volunteers, staff and supporters who continue to keep OutdoorLads going. Your support and passion for the charity continues to amaze me and I look forward to seeing what the future holds.



Best
Matt Tennant
Chairman

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

The trustees, who are also the directors of the charitable company, present their annual report and the financial statements for the year ended 31 March 2022.

The Charity is commonly known as OutdoorLads.

Structure Governance and Management

The Board of Trustees is mostly drawn from the membership and reports to the Annual General Meeting of OutdoorLads. In line with our Articles of Association, all Trustees are unpaid volunteers.

The Board has overall responsibility for the work of OutdoorLads, in particular, setting strategy, direction, and targets. The Board of Trustees delegates day-to-day management of the organisation to three staff. Events are managed by appointed volunteer leaders. Leaders are managed on a regional basis by Regional Coordinators, appointed by the Board of Trustees.

Governing Document

The Charity, which is also a company limited by guarantee, is governed by its Memorandum and Articles of Association as amended 21 September 2019.

Appointment of Directors and Trustees

The Board of Trustees has ten appointed members at 31 March 2022, of these, three are office bearers; Chair, Vice-Chair, and Treasurer. A further two are co-opted to the board pending full election at the September 2022 AGM. The Company Secretary is a member of staff. Trustee appointments are for a term of three years. Co-opted Board members are subject to ratification by the membership at the following AGM to the co-option.

If required, Trustees receive external training in accordance with guidelines set down by the National Council for Voluntary Organisations.

Risk management

The Board have identified the major risks, both financial and other, facing the charity and have taken the appropriate action to mitigate those risks.

Related party transactions

Details of related party transactions are set out in note 20 to the financial statements. The Trustees participate in the activities of OutdoorLads on the same terms and conditions as other members.

Declarations of Conflict of Interest

The Board maintains its legal duty in managing conflicts of interest. These Conflicts are recorded in the organisational risk register and regularly reviewed. The Board maintains one 'active' conflict of interest through Connected Individuals of Trustees: Steven Allan, and maintained one previous 'active' conflict of interest through Connected Individuals of Trustees: Dan Barcroft up until 21st September 2021.

A further 'active' conflict of interest is maintained though Connected Individuals: Steven Allan and Danny Ballantyne.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Objectives and Activities

The charity's objectives are:

“To promote for the benefit of the inhabitants of the UK, in particular but not exclusively, gay, bisexual, transsexual and transgender communities, without distinction of sex, sexual orientation, race, political, religious or other opinions, by associating together the residents of the area of benefit, the local and the public authorities, voluntary and other organisations in a common effort to provide facilities in the interests of social welfare for recreation and leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

To promote equality and diversity and to eliminate discrimination in relation to gay, bisexual, transsexual, and transgender persons by advancing education and raising awareness of issues affecting said persons.”

The Mission of OutdoorLads:

To get more Gay, Bi and Trans men into the Outdoor

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Our Events

Activities to end March 2022

A key objective of the charity in 2021-22 was restarting our event programme following the pandemic lockdown. Considerable effort from our volunteer leaders, regional coordinators and organisers and staff team was involved in the planning and deliver.

Key highlights include:

- In April 2021, OutdoorLads restarted the day event programme, primarily consisting of day walks and cycle events, delivering 200 events over the next few months
- In May of 2021 OutdoorLads commenced camping events followed by hostels in the early summer.
- Indoor climbing events started from July onwards
- OutdoorLads ran its first BIG Event in over 2 years, starting with the 15th Birthday event in the Peak District and BIG Summer Camp at Worthing RFC
- In the autumn of 2021, the majority of our hostel events that has been postponed in 2020 and early 2021 took place.
- OutdoorLads ran a packed programme of hostel activities from September to December
- We ran a successful Christmas programme of events, with the only cancellation being Hogmanay due to Scottish regulations at the time
- Planning for Big Spring Camp on the Jubilee weekend in early June

Detailed Review

The charity ran 1,353 events during the year with 1,986 members attending 13,057 event spaces. While climbing & social events were impacted by Covid restrictions for much of the year, day walk activity exceeded pre-covid levels and the number of members attending events overall was only down 12% on pre-covid levels.

Walking event capacity remains artificially constrained by late cancellations, though this has improved through automated re-advertising of events with last minute spaces. On average, walks ran at 59% capacity on the day (up 11% on pre-covid) yet were overbooked by 48% prior to the event (up 5% on pre-covid).

The table below provides the number of events, event places attended and members attending for each primary activity, together with a comparison of this years' figures against the covid & pre-covid periods.

- We ran, a successful Christmas program of events, with the only cancellation being Hogmanay due to Scottish regulations at the time.
- Planning for Big Spring Camp on the Jubilee weekend in early June.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

The table below provides the number of events, event places attended and members attending for each primary activity, together with a comparison of this years' figures against the covid & pre-covid periods.

The numbers in **Green** below, show the *total difference* more in 2022.

The numbers **Red** below, show the *total difference* less in 2022,

Primary Activity	Year ending March 2022			2022 Performance Against YE March 2021			2022 Performance Against YE March 2020		
	Events	Places	Members	Events	Places	Members	Events	Places	Members
Big and Multi Activity	3	479	428	↑ 3	↑ 479	↑ 428	↓ 4	↓ 535	↓ 359
Cycling	93	469	149	↑ 72	↑ 368	↑ 110	↓ 11	↓ 117	↑ 10
Hostel and Camping	83	1,530	618	↑ 79	↑ 1,464	↑ 553	↓ 7	↑ 66	↓ 75
Indoor Climbing	336	2,038	309	↑ 330	↑ 2,020	↑ 303	↓ 97	↓ 1,157	↓ 109
Non UK & Snowsports	7	110	98	↑ 5	↑ 102	↑ 90	↑ 2	↑ 1	↓ 16
Online	174	1,241	284	↓ 391	↓ 4,739	↓ 393	↑ 158	↑ 1,100	↑ 188
Outdoor Climbing	17	74	30	↑ 17	↑ 74	↑ 30	↓ 9	↓ 66	↓ 18
Social and Team	105	1,685	834	↑ 101	↑ 1,634	↑ 793	↓ 93	↓ 817	↓ 213
Walking and Running	534	5,415	1,293	↑ 345	↑ 4,067	↑ 786	↑ 103	↑ 865	↑ 53
Watersports	1	16	16	↑ 1	↑ 16	↑ 16	↓ 21	↓ 141	↓ 90
Total	1,353	13,057	1,986	↑ 562	↑ 5,485	↑ 1,069	↑ 21	↓ 801	↓ 266

From a regional perspective, the South East was significantly impacted by the later restart of indoor climbing and social events, with both the South East & North East hosting significantly fewer overnight events which would usually bring members in from other regions. North Wales' figures reflect the postponement of Big Spring Camp.

Activity Region	Year ending March 2022			2022 Performance Against YE March 2021			2022 Performance Against YE March 2020		
	Events	Places	Members	Events	Places	Members	Events	Places	Members
England - Central	116	1,138	497	↑ 81	↑ 890	↑ 359	↑ 2	↓ 210	↓ 17
England - North East	83	888	286	↑ 54	↑ 698	↑ 182	↓ 12	↓ 34	↓ 110
England - North West	324	3,471	766	↑ 291	↑ 3,248	↑ 652	↑ 25	↓ 71	↑ 3
England - South East	345	3,533	850	↑ 280	↑ 2,937	↑ 614	↓ 133	↓	↓ 198
England - South West	110	1,134	401	↑ 76	↑ 899	↑ 311	↓ 5	1,023	↑ 4
Scotland	70	515	161	↑ 53	↑ 434	↑ 129	↓ 16	↑ 4	↑ 7
Wales - North	39	344	198	↑ 38	↑ 337	↑ 190	↓ 16	↓ 84	↑ 7
Wales - South	82	622	207	↑ 38	↑ 337	↑ 190	↑ 1	↓ 479	↓ 424
Outside UK	4	136	87	↑ 59	↑ 478	↑ 122	↑ 1	↓ 11	↓ 59
Online	180	1,276	306	↑ 2	↑ 128	↑ 79	↓ 6	↓ 28	↓ 34
Total	1,353	13,057	1,986	↑ 562	↑ 5,485	↑ 1,069	↑ 164	1,135	↑ 214
Total	1,353	13,057	1,986	↑ 562	↑ 5,485	↑ 1,069	↑ 21	↓ 801	↓ 266

**OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022**

Looking Forward to 2022/2023 for our events:

- BIG Spring Camp is back on the calendar after three years away – a welcome return to Snowdonia!
- A new BIG event, the BIG Peaky Weekender is planned for July, followed by BIG Spring Camp in August.
- We have an active hostel and camping programme, slightly more cautious for 2022 but which we are looking to expand upon for 2023.
- BIG Halloween is also making a return for 2022, in a new location.

Our Volunteers

Volunteers

Volunteers continue to make an invaluable contribution towards the life and work of OutdoorLads and support a wide range of activities behind the scenes, as well as face-to-face with members. Volunteers still run all OutdoorLads activities apart from some specialist sports where OutdoorLads does not have the required equipment/insurance/in-house trained expertise to run the event.

The number of volunteers in the year was 324, an increase from 294. From our bank of leaders, 57% (184) were active in leading an event. This figure is in line with pre-pandemic engagement. Recruiting and retaining leaders is crucial to the group's success and numbers continue to grow, with one Trustee specifically responsible for supporting our volunteers.

Summary of key activity:

In the autumn of 2020, OutdoorLads changed our third-party liability cover provider to Activities Industry Mutual. In the Spring of 2021, prior to the re-launch of our event programme, the organisation had to ensure that the new arrangements for leading events were in place. This included

- Launch of a new Volunteer Agreement that leaders needed have signed prior to leading
- Updated risk assessments for all event types
- New leader sign-off process based on a 'log book' of experience alongside assessment
- For certain events such as mountain walks, climbing and road cycling that have a NGB qualification, leader applications need to be reviewed by a peer who holds such a qualification

We extend our thanks to Nick Reid who continues to serve as the technical advisor to the board on such matters

New Leaders, Training and Development

Despite OutdoorLads activity programme being limited from March 2021 to March 2022, we received 90 new leader applications. 74 new leader applications were even approved.

From March 2021 to March 2022 OutdoorLads ran various leader training and development activity.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Looking forward to 2022 and 2023 for our leaders:

- Launch a replacement to the Leader Credits scheme, introducing expenses for day event leaders
- We will continue to adopt a leader and member centric approach to training requirements and upskilling opportunities within the organisation
- We will continue building strategic training partners to ensure our leaders are provided with the best opportunities to upskill and train
- Subject to financial forecasting – agree an annual leader training spend and continue to seek further funding opportunities to support upskilling
- Provide relevant and recommended first aid training for leaders which is part of our new liability cover requirements
- We will invest in putting a number of cycling leaders through NGB qualifications so that OutdoorLads can run cycling through our own insurance arrangements. Currently cycling is being dealt with through our membership of Cycling UK

Our Members

Paid Members:	1,497 (↑ 219)	Pay As You Go:	8,310
	Full: 1,381(↑169)	Active:	1,013 (↑413)
	Concession: 116(↑ 50)	Inactive - new signup:	1,332 (↑ 593)
		Inactive - dormant:	5,965

- With the restarting of our events programme, OutdoorLads membership has seen a recovery close to pre-pandemic levels
- Attendance at Prides during 2021-22 was mixed due to some events cancelled due to ongoing pandemic concerns
- We have changed the reporting of our PAYG members to identify members who sign up and are active and those who are not active. Though we have seen an increase in active PAYG members, we have also seen a big increase in members signing up but not choosing to attend an event

Having surveyed its members in July 2022, once again, the charity is able to demonstrate its success: <i>Percentage of Full Members who agree with the following statement:</i>	July 2022	July 2021	August 2020
I feel more energised and positive after an OutdoorLads event.	79%	78%	88%
I have made new friends through OutdoorLads	79%	70%	83%
OutdoorLads provides positive role models for gay men.	70%	75%	74%
I am proud to be a member of OutdoorLads.	75%	72%	79%
I feel more part of a community.	72%	66%	73%
I feel less isolated.	67%	63%	65%
I have enjoyed 'giving something back' to the group.	55%	48%	57%

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Looking forward to 2022/2023 for our members:

- The Board will continue to develop strategies to recruit new members and retain members to the organisation
- In 2022-23 we will look to have a renewed presence at various Prides around the UK.
- We will continue to engage with our wider membership in consultations on what the next phases OutdoorLads 2022-2025 Strategy OutdoorLads is a volunteer lead organisation and a membership charity. The boards wants to ensure that members are at the heart of strategy, both in terms of understanding is this the direction they want to see, to helping us deliver the outcomes and projects.
- We will continue to seek input on how OutdoorLads can work to remove barriers to engagement in outdoor pursuits from our members from different socio-economic backgrounds, members with disabilities, and members from ethnic minority groups.

Actions Update from 2021 AGM:

Organisation Strategy Development

After the AGM in 2021, the Board approved an approach to develop our organisation strategy for the next 5 years. We began this process by reviewing the comments provided by the members from previous years annual members survey alongside ran several listening sessions with members. In the early January 2022 the board spent a weekend discussing what the future of the charity should be.

The development of a strategy is a key governance aspect of the Trustee Board. From refreshing our Values to developing the Mission and Vision of the charity, the Trustee's have been able to highlight the key focus areas that we believe are important to the success of OutdoorLads. From these key areas, we are developing projects and outcomes which form part of the business plan which the board then deliver and monitor progress against.

The Strategy was launched for consultation with the members in late June 2022. The final version will be presented at the AGM, where we are asking members for an endorsement of support for the new Mission of the Charity.

Operations Sub-Committee

The Operations Sub-Committee is a formal sub-committee of the Board of Trustees.

The Operations Sub-Group discusses policies and/or operational matters regarding the charity. During the period of March 2021-2022, the Sub-Group discussed the following business: The revised reserves policy of the charity, implementation of a new safeguarding policy, and the procurement of a new supplier of our website support and maintenance services.

At the start of January 2022, OutdoorLads embarked on a procurement of a new website provider. In 2021, our previous web provider Microserve was acquired by another company Investis. During the Autumn of 2021, in conversation with Investis both parties determined that their services were no longer suitable for OutdoorLads needs. We are pleased to announce the appointment of a new supplier, Adapative, alongside recouping unspent costs from Investis. We give our thanks to Richard Reid for volunteering his time to helping in supporting OutdoorLads with the procurement project.

Communications and Marketing Sub-Committee

The Communications and Marketing volunteer sub-committee continues to advise the trustees and staff team on all issues relating to marketing strategies, PR, and GDPR and focuses on three recurring objectives: membership retention, recruitment, and re-engagement of lapsed members.

A key objective has been to consolidate and refine the SEO of the OutdoorLads primary website. A series of supporting 'event-based' Google landing pages were developed, further improving engagement and strengthening our google rating ranking for both the primary website and the secondary landing pages.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

In March 2022, a sponsored partnership with The North Face (TNF) commenced. This involved key comms team members' expertise in promoting and marketing a PRIDE Hike campaign, which ran throughout June. This large-scale project involved a series of photoshoots in Snowdonia, Manchester and London and was supported by an extensive social comms and PR campaign.

Financial Review 2021 – 2022

Overview

For the second year in a row, OutdoorLads was heavily impacted by the Covid-19 pandemic. So, financially, the year to 31st March 2022 ("FYE 3/22") was unusual and is therefore not a good indicator of future performance.

Performance

Net income before depreciation and amortisation and before the VAT refund of £106,815 was £62,563 for the FYE 3/22 (£10,181 for FYE 3/21). This was a material improvement over the previous year with the biggest contributors being 1) the events programme which, although not running at a normal level, was still significant and 2) extremely low website cost of £840 (£29,326 for FYE 3/21). Other positive contributing factors included membership fees of £80,299 (£64,206 for FYE 3/21), donations of £16,698 (£14,243 for FYE 3/21), furlough of £11,321 (£24,279 for FYE 3/21) and unusually high cancellation fees.

Net profit after depreciation and amortisation and after adding the VAT refund was £152,969 (loss of £7,018 for FYE 3/21).

Reserves and Reserves Policy

About two years after putting in the initial claim, OutdoorLads received a VAT refund of £106,815 in May 2021. Prior to this refund, the charity had limited free reserves of £22,209 as of 31st March 2021 versus the then policy of £70,000. However, as of 31st March 2022, the position had substantially improved with free reserves of £190,455.

During the FYE 3/22, OutdoorLads adopted a new reserves policy. We now target free reserves of £95,000-£135,000. This is a substantial increase over the previous policy which was based 6 months of no income. The pandemic showed that members are very loyal and that, while membership income may reduce when no events are taking place, it does not go to zero. The trustees therefore decided the charity only needs £35,000-£55,000 for external risks. The trustees also identified our website as an area of vulnerability and therefore decided to hold reserves of £60,000 to £80,000 for future investments. The website reserves are deliberately not held as designated funds due to significant uncertainty regarding the timing, nature and scale of any future investments. The website will require a limited midlife upgrade during FYE 3/23 and current free reserves means this is already fully funded.

Looking Forward

The charity's financial position is much improved following the VAT refund. Furthermore, FYE 3/23 is likely to see a near-normal events programme with the potential for improved income from events. On the other hand, inflation is high, membership numbers are remain static, and furlough has ended. Our new website contract will see IT costs materially increase from abnormally low levels.

Considering these contradictorily forces, the trustees are currently undertaking a detailed business review with the aim of ensuring the long-term success of the charity. This forms as integral part of the tactical phase of the ongoing strategy work.

OutdoorLads Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
For the year ended 31 March 2022

Public Benefit

In setting our objectives, carrying out our activities for the year and looking further ahead, the Board have considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee-charging. The Charity relies on income from fees and charges to cover its operating costs. In setting the level of fees, charges, and concessions, the Board give careful consideration to the accessibility of those on low incomes.

On top of the health and wellbeing benefit of the charity's events our pricing structure, including Concession Membership, is designed to make the events affordable to as wide a range of participants as possible. In addition, the OutdoorLads Foundation provides financial support to those who may still be unable to afford membership or participation in our paid events. Due to the pandemic and the loss of our events programme, the Foundation did not provide financial support to any individuals during the financial year.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Independent Examiner

Adam Thom has been re-appointed as independent examiner for the ensuing year.

Approved by the Board and signed on its behalf by:

Matthew Tennant
Chair of the Board of Trustees

A handwritten signature in black ink that reads "Matthew Tennant". The signature is written in a cursive style with a large, sweeping flourish at the end.

Date: 5 August 2022

OutdoorLads Ltd
Company Limited by Guarantee
Independent Examiner's Report to the Trustees of OutdoorLads Ltd
Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of OutdoorLads Limited ("the charity") for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Name: Adam Thom

Relevant professional qualification or body: FCA (ICAEW)

Address: **Beever and Struthers**
The Beehive Lions Drive
Shadsworth Business Park
Blackburn BB1 2QS

Date: 5/8/22

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Activities (including Income and Expenditure Account)
Year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £	2021 Total Funds £
Income from:					
Donations	5	16,698	-	16,698	14,243
Charitable activities:					
Membership and Events Income	6/6a	226,439	-	226,439	93,276
Other Income	6/6a	11,321	-	11,321	24,279
Investment income	7	<u>626</u>	<u>-</u>	<u>626</u>	<u>507</u>
		255,084	-	255,084	132,305
Other income					
HMRC VAT refund		<u>106,815</u>	<u>-</u>	<u>106,815</u>	<u>-</u>
Total income		361,899	-	361,899	132,305
Expenditure on:					
Charitable activities	8	<u>(208,930)</u>	<u>-</u>	<u>(208,930)</u>	<u>(139,323)</u>
Net income/(expenditure) and net movements of funds for the year	11	152,969	-	152,969	(7,018)
Reconciliation of funds					
Total funds brought forward as previously reported		101,584	10,292	111,876	118,894
Total funds carried forward		<u>254,553</u>	<u>10,292</u>	<u>264,845</u>	<u>111,876</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 15 to 22 form an integral part of the financial statements.

OutdoorLads Ltd
Company Limited by Guarantee
Statement of Financial Position
As at 31 March 2022

Company Registration Number: 06589498

	Note	£	2022 £	£	2021 £
Fixed Assets					
Intangible fixed assets	12		63,311		79,034
Tangible fixed assets	13		<u>787</u>		<u>341</u>
			64,098		79,375
Current Assets					
Stock		2,866		3,398	
Debtors	14	49,352		39,697	
Cash at bank and in hand		<u>298,137</u>		<u>99,270</u>	
		350,355		142,365	
Creditors: Amounts falling due within one year					
	15	<u>(149,608)</u>		<u>(109,864)</u>	
Net Current Assets			<u>200,747</u>		<u>32,501</u>
Total assets less current liabilities			<u>264,845</u>		<u>111,876</u>
The funds of the Charity:					
Unrestricted funds	17/18		254,553		101,584
Restricted funds	17/18		<u>10,292</u>		<u>10,292</u>
Total funds			<u>264,845</u>		<u>111,876</u>

For the year ended 31 March 2022 the charity was entitled to exemption for audit under section 477 of the Companies Act 2016 relating to small companies.

Director's responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

Approved by the Board and signed on their behalf by:



.....
Matt Tennant - Chairman

Date: 5 August 2022

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

1. Company Information

OutdoorLads Ltd is a private company limited by guarantee, incorporated in England and Wales under the Companies Act. The address of the registered office is given on page 1 of the financial statements. The nature of the Company's operations and its principal activity is the advancement of health through outdoor activities. The Company is a registered charity, registered in England and Wales (registered number 1133121).

2. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting Policies

The principal accounting policies adopted, significant judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of Accounting

OutdoorLads Ltd meets the definition of a public benefit entity under FRS102. The financial statements have been prepared on the historical cost basis unless otherwise stated in the relevant accounting policy note(s).

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going Concern

The Board are confident that the Charity will remain in a positive cash position for the 12 months following the approval of the financial statements. On this basis, the financial statements have been prepared on a going concern basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Income

Membership, events income and donations are included in the Statement of Financial Activities (SOFA) in the period to which they relate. Monies received in advance are deferred and included within creditors until the period to which they relate. Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

3. Accounting Policies (*continued*)

Donated Services and Facilities

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

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

Investment Income

Investment income is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Intangible Fixed Assets

Intangible assets are initially recorded at cost and are subsequently stated at cost less any accumulated amortisation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Website	- over 7 years (from date new site goes live) straight line
Software licences	- 33.3% straight line

Tangible Fixed Assets

All fixed assets are initially recorded at cost and subsequently stated at cost less any accumulated depreciation and impairment losses. Assets costing less than £300 are not capitalised but written off to revenue in the year of acquisition.

3. Accounting policies (*continued*)

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures & fittings	- 15% straight line
Motor vehicles	- 25% straight line

Stock

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by Guarantee

The charity is a company limited by guarantee and does not have a share capital. In the event of the charity being wound up, the members are committed to contributing a sum not exceeding £10 each.

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
5. Donations				
Donations received	15,798	-	15,798	6,060
Grants received	<u>900</u>	<u>-</u>	<u>900</u>	<u>8,183</u>
	<u>16,698</u>	<u>-</u>	<u>16,698</u>	<u>14,243</u>
6. Income from Charitable Activities:				
Membership and events				
Membership subscriptions	80,299	-	80,299	64,206
Event activities	134,630	-	134,630	29,250
Other event income	11,201	-	11,201	(313)
Other income	<u>309</u>	<u>-</u>	<u>309</u>	<u>133</u>
	<u>226,439</u>	<u>-</u>	<u>226,439</u>	<u>93,276</u>
6a. Other Income				
Furlough claims	<u>11,321</u>	<u>-</u>	<u>11,321</u>	<u>24,279</u>
7. Investment Income				
All of the charity's investment income arises from money held in interest-bearing bank accounts.				
8. Charitable Activities				
Direct costs:				
Accommodation	59,415	-	59,415	(829)
Travel	4,337	-	4,337	-
Food, drink and other costs	26,428	-	26,428	5,556
Online banking charges	2,450	-	2,450	2,814
Support costs:				
Employment costs (Note 9)	66,156	-	66,156	64,611
Training	5,386	-	5,386	1,615
Premises	4,858	-	4,858	4,659
Insurance	6,290	-	6,290	5,044
Office costs	1,429	-	1,429	528
Travel	1,872	-	1,872	60
Marketing and promotion	1,119	-	1,119	790
Website costs	840	-	840	29,326
Management accounts and payroll	2,207	-	2,207	2,680
Other support costs	2,948	-	2,948	963
Independent examination fees	1,900	-	1,900	1,200
Bank charges	35	-	35	446
Sundry	65	-	65	36
Board and AGM costs	1,238	-	1,238	-
Legal & professional fees	3,548	-	3,548	2,625
Depreciation and amortisation	<u>16,409</u>	<u>-</u>	<u>16,409</u>	<u>17,199</u>
	<u>208,930</u>	<u>-</u>	<u>208,930</u>	<u>139,323</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

9. Staff Costs	2022	2021
	£	£
Salaries and wages	62,495	61,332
Social security costs	1,116	826
Employer pension contributions	<u>2,545</u>	<u>2,453</u>
	<u>66,156</u>	<u>64,611</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil)

The average monthly headcount and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	Number	Number
Administration staff	<u>3</u>	<u>3</u>

10. Trustee remuneration and expenses

The charity trustees, who are also directors in company law and the key management personnel, were not paid or received any other benefits from employment with the charity (2021: Nil). During the year expenses totalling £6,901 (2021: £Nil) were paid to the trustees. No charity trustee received payment for professional or other services supplied to the charity (2021: Nil).

11. Net Income for the Year

This is stated after charging:	2022	2021
	£	£
Depreciation and amortisation	16,409	17,199
Independent examination fees	<u>1,900</u>	<u>1,200</u>

12. Intangible Fixed Assets

	Website	Total
Cost	£	£
As at 1 April 2021 and at 31 March 2022	<u>110,061</u>	<u>110,061</u>
Depreciation		
As at 1 April 2021	31,027	31,027
Charge for the year	15,723	15,723
Depreciation on disposals	-	-
As at 31 March 2022	<u>46,750</u>	<u>46,750</u>
Net Book Value		
As at 31 March 2021	<u>79,034</u>	<u>79,034</u>
As at 31 March 2022	<u>63,311</u>	<u>63,311</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

13. Tangible Fixed Assets

	Fixtures, Fittings & Furniture	Equipment	Total
	£	£	£
Cost			
As at 1 April 2021	3,428	12,678	16,106
Additions	<u>-</u>	<u>1,132</u>	<u>1,132</u>
As at 31 March 2022	<u>3,428</u>	<u>13,810</u>	<u>17,238</u>
Depreciation			
As at 1 April 2021	3,350	12,415	15,765
Charge for the year	<u>50</u>	<u>636</u>	<u>686</u>
As at 31 March 2022	<u>3,400</u>	<u>13,051</u>	<u>16,451</u>
Net Book Value			
As at 31 March 2022	<u>28</u>	<u>759</u>	<u>787</u>
As at 31 March 2021	<u>78</u>	<u>263</u>	<u>341</u>

		2021
		£
	2022	
	£	
14. Debtors		
Trade debtors	5,936	5,023
Other debtors	2,563	2,544
Taxation and social security	4,951	749
Prepayments and accrued income	<u>35,902</u>	<u>31,381</u>
	<u>49,352</u>	<u>39,697</u>

Included within prepayments is £Nil (2021 - £3,700) due after more than one year

	2022	2021
	£	£
16. Creditors: amounts falling due within one year		
Trade creditors and other creditors	21,527	21,911
Other creditors and accruals	5,336	3,641
Deferred income (Note 17)	<u>122,745</u>	<u>84,312</u>
	<u>149,608</u>	<u>109,864</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

16. Deferred Income

Deferred income comprises income from annual membership subscriptions received in advance and released as the benefits of membership are utilised and income received upfront from members for advance bookings in respect of events held since the year end.

	Membership	Events	Total
	£	£	£
Balance as at 1 April 2021	41,871	42,441	84,312
Amount released to income earned from charitable activities	(41,871)	(42,441)	(84,312)
Amount deferred in year	<u>40,726</u>	<u>82,019</u>	<u>122,745</u>
Balance at 31 March 2022	<u>40,726</u>	<u>82,019</u>	<u>122,745</u>

17. Statements of Funds

	Balance	Incoming	Resources	Balance
	1 April 2021	Resources	Expended	31 March
	£	£	£	2022
				£
Unrestricted funds	101,584	361,899	(208,930)	254,553
Restricted funds	10,292	-	-	10,292
Total Funds	<u>111,876</u>	<u>361,899</u>	<u>(208,930)</u>	<u>264,845</u>

The restricted funds carried forward comprise income and expenditure in relation to the OutdoorLads Foundation formed at the charity's AGM in 2015. The Foundation has two main purposes:

- a) **Financial Assistance for Members** where we offer financial support for current Members who are experiencing financial hardship or difficult life circumstances. This support could be paying the event fee for a hostel weekend or providing a contribution towards travel costs.
- b) **Work with other charities where** we look to generate and explore relationships with others LGBT charities around the UK. The aim is to support individuals to come to OutdoorLads events and enjoy the community and positive wellbeing so many of our current members experience.

18. Analysis of Net Assets Between Funds

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2022	2021
	£	£	£	£
Fixed assets	64,098	-	64,098	79,375
Current assets	340,063	10,292	350,355	142,365
Creditors amounts falling due within one year	<u>(149,608)</u>	-	<u>(149,608)</u>	<u>(109,864)</u>
Total	<u>254,553</u>	<u>10,292</u>	<u>264,845</u>	<u>111,876</u>

OutdoorLads Ltd
Company Limited by Guarantee
Notes to the Financial Statements
For the year ended 31 March 2022

19. Taxation

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

20. Related Party Transactions

The charity has contracted services from Linten Technologies Ltd. This company is providing domain renewal and server hosting services. Steven Allan, a trustee, is also a director in this company. In March 2022 Danny Ballantyne, a trustee, became an employee of Linten Technologies Limited.

During the year the value of services and goods purchased from Linten Technologies Ltd was £9,444 (2021: £10,138). The amount outstanding at the balance sheet date was £Nil (2021: NIL).

Steven Allen and Danny Ballantyne do not have any role in the Board's decision to use Linten Technologies Ltd. Additionally, OutdoorLads Ltd carries out regular market testing to ensure that the services are being provided at a competitive market rate.

The trustees participate in the events provided by OutdoorLads Ltd on the same terms and conditions as all other members.

Those trustees who are also event leaders may claim expenses on the same basis as other leaders. Any amounts claimed are in addition to the trustees' expenses shown in note 10.

The following pages do not form part of the statutory accounts

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2022

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Note				
Income				
Membership Subscriptions	80,299	-	80,299	64,206
Event activities	134,630	-	134,630	29,250
Other Income	11,510	-	11,510	(180)
Donations	15,798	-	15,798	6,060
Bank Interest receivable	626	-	626	507
Grants received	900	-	900	8,183
Furlough grants	11,321	-	11,321	24,279
HMRC VAT refund	<u>106,815</u>	-	<u>106,815</u>	-
	<u>361,899</u>	-	<u>361,899</u>	<u>132,305</u>
Direct Costs				
Accommodation	(59,415)	-	(59,415)	829
Travel	(4,337)	-	(4,337)	-
Food, drink and other costs	(26,428)	-	(26,428)	(5,556)
Online banking charges	<u>(2,450)</u>	-	<u>(2,450)</u>	<u>(2,814)</u>
	<u>(92,630)</u>	-	<u>(92,630)</u>	<u>(7,541)</u>
Overheads				
Salary and employers NIC	(66,156)	-	(66,156)	(64,611)
Travel and Accommodation	(1,872)	-	(1,872)	(60)
Training	(5,386)	-	(5,386)	(1,615)
Premises costs	(4,858)	-	(4,858)	(4,659)
Insurance	(6,290)	-	(6,290)	(5,044)
Office costs	(1,442)	-	(1,442)	(528)
Other support costs	(2,948)	-	(2,948)	(963)
Marketing and promotion	(1,119)	-	(1,119)	(790)
Website costs	(840)	-	(840)	(29,326)
Management accounts and payroll services	(2,207)	-	(2,207)	(2,680)
Independent examination fees	(1,900)	-	(1,900)	(1,200)
Board and AGM costs	(1,238)	-	(1,238)	-
Bank charges	(36)	-	(36)	(446)
Sundry	(64)	-	(64)	(36)
Legal & professional fees	(3,535)	-	(3,535)	(2,625)
Depreciation and amortisation	<u>(16,409)</u>	-	<u>(16,409)</u>	<u>(17,199)</u>
	<u>(116,300)</u>	-	<u>(116,300)</u>	<u>(131,782)</u>
Total Expenditure	<u>(208,930)</u>	-	<u>(208,930)</u>	<u>(139,323)</u>
Net Incoming/ (Outgoing) Resources	<u>152,969</u>	-	<u>152,969</u>	<u>(7,018)</u>

OutdoorLads Ltd
Company Limited by Guarantee
Detailed Income and Expenditure Account
For the year ended 31 March 2022

	2022	2021
	£	£
A. Office Costs		
Printing and stationery	340	55
Postage	534	129
Cleaning an& Internet Services	4	-
Telephone	476	456
Room hire	75	(125)
Companies House	<u>13</u>	<u>13</u>
	<u><u>1,442</u></u>	<u><u>528</u></u>
B. Other Support Costs		
Subscriptions & Membership	1,432	877
Clothing	<u>1,516</u>	<u>86</u>
	<u><u>2,948</u></u>	<u><u>963</u></u>