

(a Charitable Incorporated Organisation ("CIO"))

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD ENDING 30TH NOVEMBER 2025

Charity No: 1195819

PROJECT RECCE CIO

REPORT AND ACCOUNTS

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PROJECT RECCE CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH NOVEMBER 2025

The Trustees present their report and accounts for the year ended 30th November 2025.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reference and administrative details

Charity name:	Project Recce CIO
Registered charity number:	1195819
Charity's principal address:	The Chicken Shed, Hillside Farm Hillend Stockport SK6 4PY

Trustees:

B F Broad – Chair

S R Plowman

R K Shenton

K A Gilmore

Maj P W Athanassiadis

C Cooke

Governing Document and Constitution

The Charity is a Charitable Incorporated Organisation (CIO).

The Charity is governed by its Constitution which sets out the objects and powers of the charity and governs the actions of the Trustees.

Project RECCE was founded as a Community Interest Company on 18th November 2018 and converted from a CIC to a CIO, registered with the Charity Commission on 16th September 2021.

Trustees recruitment and appointment

The Charity must have a least 3 Trustees with a maximum number of 12.

Apart from the first Trustees, every Trustee must be appointed for a term of 3 years by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as charity trustees, the existing Trustees must have regard to the skills, knowledge and experience needed for effective administration of the Charity.

None of the members of the Board of Trustees has any beneficial interest in the Charity. All of the members of the Board of Trustees are members of the Charity. They have no liability in the event of a winding up.

Policies adopted for the induction and training of Trustees

The Chief Executive briefs all new Trustees along with the Chairman of Trustees.

Organisational structure and decision-making policies

Financial and Operational Control is exercised by the Chief Executive under fully delegated authority. At the end of the 2024-25 financial year the Chief Executive had been in post since the founding of the Charity.

The Chief Executive meets regularly informally with the Chairman of Trustees and periodically as per the Constitution with the Trustees.

The senior management team consists of Neil Houlihan CEO and Ruth Houlihan CFO.

Pay policy for key management personnel

Pay for senior staff is set through external benchmarking to ensure it is appropriate and proportionate.

Principal objectives

The objects of the Charity are:

1. The relief of financial hardship and the advancement of education and training for the public benefit of persons who have served in the armed forces in particular but not exclusively by: 1.1 providing meaningful vocational training, transitional advice and support to prepare them for entry to any occupation, trade or profession across the construction industry; and 1.2 providing assistance to find employment in the construction industry.

2. The promotion of social inclusion for the public benefit among people who are former members of the armed forces who are socially excluded from society on the grounds of their health, social and economic position by assisting them to integrate into society by providing; education and training to prepare for a new career in the construction industry including vocational skills; social and recreational activities and events involving the armed forces community and construction industry.

3. The relief of the mental ill-health of persons who are former members of the armed forces in need by reason of trauma experienced during their military service and transition to civilian society, in particular by the provision of counselling and peer-support.

Principal activities, achievements and performance

During the reporting year, Project RECCE has continued to support beneficiaries from the veteran community, providing guidance and assistance towards employment, training and further education.

Project Comedy participated in the Edinburgh Festival Fringe, providing an opportunity to showcase the project to a wider audience and raise awareness of the veteran community.

Project RECCE was also successful in its application to J.P. Morgan's Force for Good programme, receiving technical expertise and support to improve its digital platform and make better use of its existing functionality.

The Charity has continued to work with industry partners to promote veteran employment within the construction sector and encourage engagement with the Armed Forces Covenant.

Funding and staffing constraints have impacted the level of activity during the year. The Trustees remain focused on securing the resources required to develop the Charity's activities and continue providing meaningful support to the veteran community.

Since founding the CIC in 2018, by employing beneficiaries of Project RECCE, their industry partners have generated in excess of £3.4 million in social value. The Charity have also encouraged and supported industry partners with a combined turnover in excess of £2 billion in signing the Armed Forces Covenant.

The Trustees confirm that they have complied with the Charities Act to have due regard to the public benefit guidance published by the Charities Commission for England and Wales

Financial Review

Going concern

The Trustees are confident that the Charity can continue as a going concern.

RESERVES POLICY

It is the Trustees' aim to maintain unrestricted reserves equivalent to between three and six months' expenditure. At the year end, the Charity did not hold unrestricted reserves at this level due to the reduction in income and continued operating costs.

The Trustees recognise the importance of building an appropriate level of reserves and will seek to do so as the Charity's financial position improves.

Principal risks and uncertainties

Risks

(i) **Lack of beneficiaries**
The Charity relies on maintaining engagement with the veteran community to achieve its objectives. It continues to develop relationships with referral partners and industry contacts to maintain awareness of Project RECCE and its services.

(ii) **Lack of funding**
Securing sustainable funding remains a key challenge for the Charity and has impacted its ability to deliver activities during the year. The Charity continues to explore a range of funding opportunities and develop relationships with potential funders and industry partners to reduce reliance on any single source of income.

(iii) **Staffing and capacity**
Limited staffing capacity presents a risk to the Charity's ability to deliver and develop its activities. The Trustees continue to review available resources and opportunities to strengthen capacity in line with available funding.

Financial Review

As at 30 November 2025, the Charity reported a deficit for the year of £6,488, reflecting reduced income alongside ongoing operational costs. The Charity continues to focus on securing additional funding, diversifying income streams and reviewing expenditure to support its longer-term financial sustainability.

Financial Risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for the Future

The Charity will continue to support veterans into meaningful employment by strengthening relationships with industry partners and developing opportunities for sustainable careers.

A key priority will be securing sustainable funding to increase the Charity's capacity and enable the development and delivery of its programmes, while continuing to support beneficiaries through its established network of industry and referral partners.

Trustees' Report (continued)

For the year ended 30 November 2025

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by

Bernard Broad.

B Broad
Chair of Trustees
Date:
23/Sept/2026

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

PROJECT RECCE CIO – ('the CIO")

FOR THE YEAR ENDED 30th NOVEMBER 2025

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 30th November 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or;
2. the accounts do not accord with those records; or

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.

D R Sefton

FFA

139-143 Union Street,

Oldham,

Lancashire,

OL1 1TE

Date: 22nd September 2026

PROJECT RECCE

RECEIPTS AND PAYMENTS ACCOUNTS

FOR THE PERIOD ENDING 30TH NOVEMBER 2025

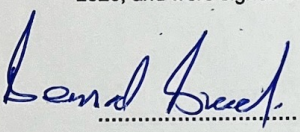
	Unrestricted funds	Restricted funds	Total funds
	2025	2025	2025
	£	£	£
Receipts			
Donations, legacies and grants	45,450		45,450
Monies Introduced from Previous Organisation			
Total receipts	45,450	-	45,450
Payments			
Wages, national insurance and pension costs	28,126		28,126
Motor and travel expenses	337		337
Costs of charities activities	23,475		23,475
Total payments	51,938	-	51,938
Net receipts	-6,488	-	-6,488
Cash funds last year end		-	-
Cash funds this year end	-6,488	-	-6,488

PROJECT RECCE

STATEMENT OF ASSETS AND LIABILITIES AS AT 30TH NOVEMBER 2025

	Unrestricted funds	Restricted funds	Total funds
	2025 £	2025 £	2025 £
Cash Funds			
Cash at bank and in hand	29,749	-	29,749
Total cash funds	29,749	-	29,749

The financial statements were approved by the Board of Trustees and authorised for issue on 23rd September 2026, and were signed on its behalf by:



..... **B F BROAD**
CHAIR

PROJECT RECCE CIO

NOTES TO THE ACCOUNTS

YEAR ENDED 30TH NOVEMBER 2025

1. Trustee's remuneration

During the year the Charity paid remuneration and employer's pension costs totaling £0 to a Trustee.