



Impact report 2023/24



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With Thanks To Our Partners

The Fore | 2023/24

It has been an immensely busy year, marked by completing our largest funding round to date and reaching the milestone of £10 million in grants awarded since our inception.

We improved and extended our offer to the charities we funded. We:

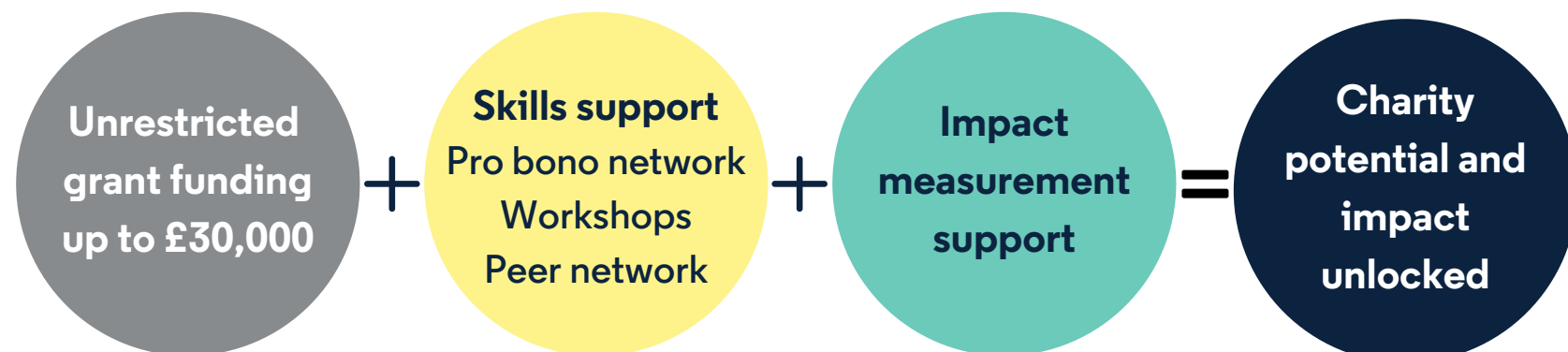
- Expanded our pro bono network of skilled volunteers so our charities have access to more of the vital skills they need.
- Launched a second, more advanced impact measurement course to meet the needs of more of our charities.
- Broadened our peer-to-peer support, providing our charity leaders with more opportunities to connect, support each other, and share best practice.

About Us

The UK faces immense challenges, from inequality, and ill health, to climate change. Thousands of innovative local charities have scalable solutions, yet barriers to funding and skills stop the best small charities from making the impact that society needs. That's why The Fore exists. We are the leading venture philanthropy fund in the UK, turbo-charging exceptional small charities that are transforming lives and society.

Through our unique wraparound package of support, we accelerate the impact of these charities and bring their solutions to the fore.

Our unique package of support



Clear Sky Children's Charity
#BackedByTheFore

Progress of Charities Backed By The Fore

Our charities have had an impressive year, with growth across the board. This is reflected in their high scores against their stretch targets. Despite these successes, our charities have told us that it has never been so tough, from difficulties in recruiting staff, to a brutal funding landscape.

So why are our charities doing so well? Without a doubt this is due to the exceptional strength of their leadership. However, our charities also cite our unique wraparound support model as being a key factor in their success.

How we monitor and measure progress

Our monitoring and evaluation (M&E) process involves an online conversation (followed by a brief survey to collect quantitative data), which takes place one year after our funding is awarded, and every year thereafter for multi-year funding (up to three years). This is used to measure charity progress by comparing their performance against stretch targets or KPIs. These targets, set by the charities in collaboration with our Strategic Applicant Consultants at the grant's outset, include a mix of organisational development goals and hard outcomes designed to capture the transformational impact of our support.



Mafwa Theatre CIC
#BackedByTheFore



average charity score against stretch targets

Based on 229 targets scored across 72 charities

Compared to 78% scored in 2022/23



23%

increase in
beneficiaries reached



61

additional locations
operated in



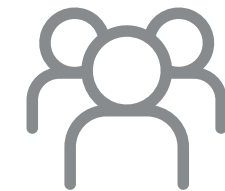
43%

increase in programmes/
projects offered

38%



increase in
volunteers



13%

increase
in staff time



growth in total income

21% growth in restricted income

40% growth in unrestricted income

Increases are from last year to this year. Percentages (excluding target score) represent median increases.

Data derived from our M&E process from Summer 2023 to Summer 2024.

Long-Term Performance of Our Charities

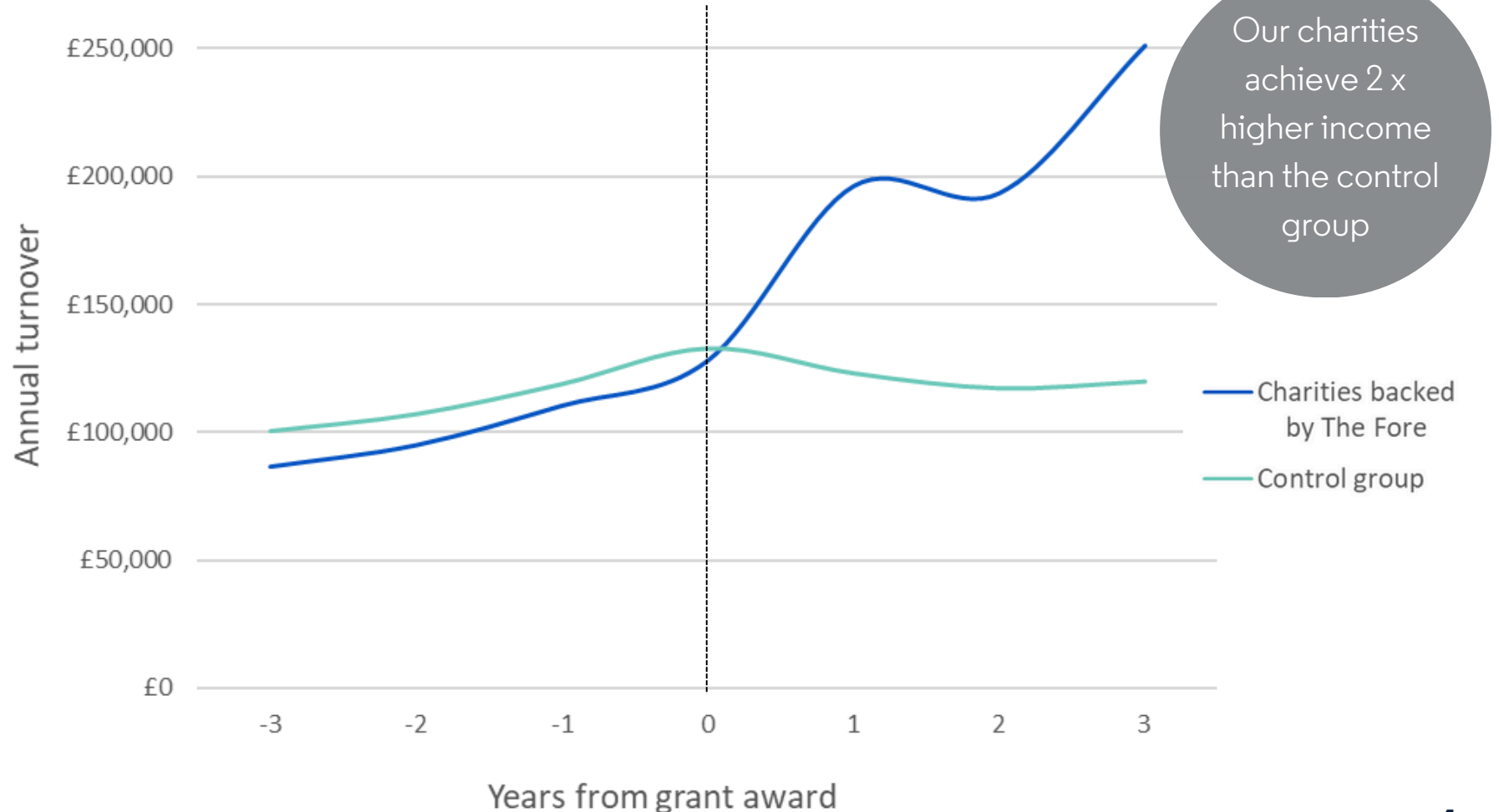
Our Charities Outperform Their Peers

We benchmarked the performance of the charities we supported over a three-year period against a group of comparably sized charities that did not receive our funding.

The results speak for themselves: three years post-grant, the median income of our supported charities is double that of the comparison group.

This highlights the strength of The Fore’s approach in identifying high-potential small charities, and the value of our wraparound support package in fostering their growth and impact.

Performance of charities supported by The Fore vs a control group



Growth of Charities Funded in Our Early Years (2012–2016)

1/2
are now
national or multi
regional

60%
have grown
their income
by more than
100%

We reviewed the progress of 49 charities we supported during our pilot years (2012–2016) to understand how they developed in the years following our backing.

The results are impressive: the majority have seen significant growth in both income and geographic reach, with 60% growing their annual income by more than 100%, and almost half now operating on a national or multi-regional scale.

These outcomes once again suggest that our approach helps to both identify small charities with exceptional potential and position them for significant growth.

You can find a full list of our 2012-2016 funded charities [here](#).

Case Study: Sal's Shoes – A Triumph in Bolstering Income

Score against targets: 100%

Sal's Shoes provides preloved shoes to children in need in the UK and worldwide. From a small seed in 2013, grew a mighty oak, with Sal's having distributed 2.5 million pairs of shoes by 2021. While Sal's had successfully kept pace with growing demand, the volunteer-led organisation knew it needed greater capacity to continue to grow and develop.

Using funding from The Fore, the founder CJ Bowry, then operating in a volunteer capacity, was able to leave her existing job in 2021 and devote herself full time as CEO. This provided the crucial capacity to focus on making the organisation more sustainable, via bolstering income streams to meet growing core costs, and planning for ongoing growth.

Having a full-time CEO has enabled a step change. In the past year Sal's distributed over 1 million pairs of shoes internationally (vs. a planned 500,000) and over 75,000 in the UK (vs. a planned 50,000). This growth was matched in their income, bringing in £230,000, including from corporate partnerships, vs. their goal of £144,000.

While financial success is undoubtedly down to the determination of the leader, CJ believes it would not have been possible without tapping into The Fore's pro bono network. We introduced her to finance expert Mark Tantum, a former Vice Chair at Deloitte, to help lay the foundations for rapid income growth and two years later he now Chairs the charity!



CJ Bowry OBE, Sal's Shoes
#BackedByTheFore

Funding Provided | 2023/24*

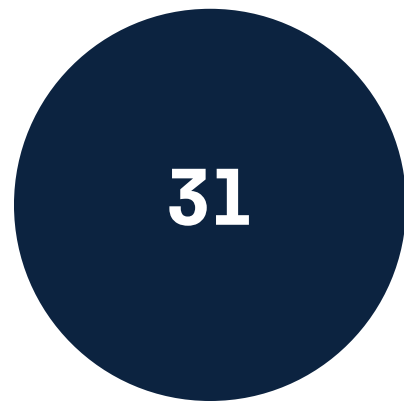


56
grants awarded

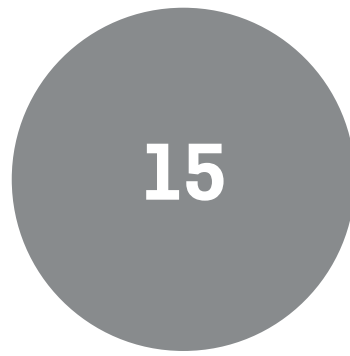


£1.64 million
distributed

Key themes of charities funded**



Social equity and inclusion



Mental health and well-being

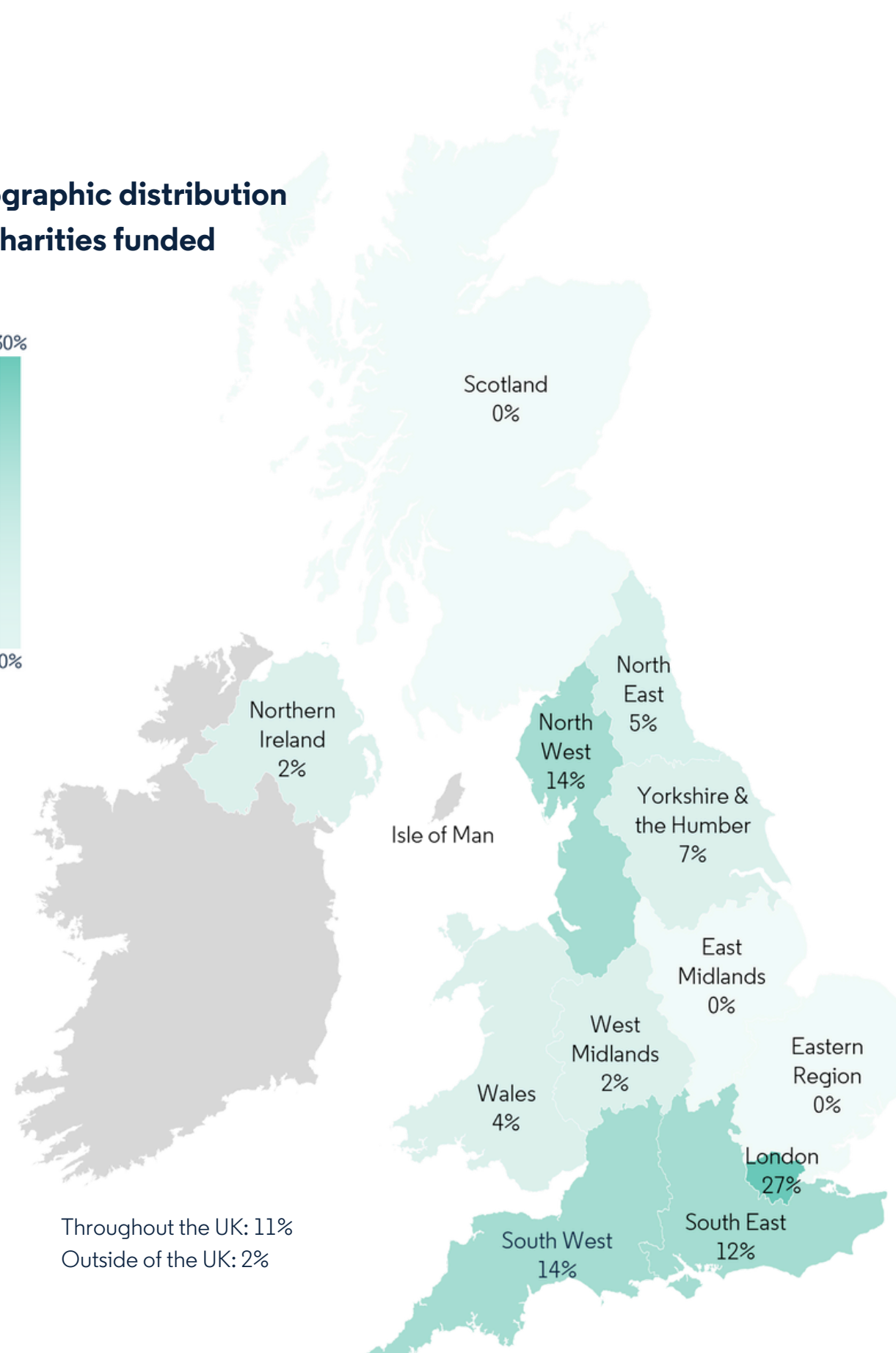


Youth opportunity



Sustainability and environment

Geographic distribution of charities funded



“

Without The Fore funding, we would have been stuck. The funding has been a catalyst for us. It has had a much bigger impact than just the money. Being backed by The Fore has lent credibility to our organisation and helped us to know that funders believe in what we do. It has been a great springboard for us.

– Tracy Sheppard, TalkFIRST

“

Funding from The Fore has had a domino effect for us. It has allowed us to go on to access multi-year funding from other funders.

– Cat Smith, Community TechAid

*Financial year 2023/24 ending August 2024

**Charities funded work across multiple themes

Equality, Diversity and Inclusion | Charities Funded 2023/24

We are committed to promoting justice, diversity, equity and inclusion in all aspects of our work. We believe that promoting a culture of anti-racism, removing barriers, improving accessibility, supporting smaller charities, and continuously tracking our progress, are vital components of our efforts to achieve a fair, healthy, just and sustainable society.

Rather than offering ring-fenced funding to specific groups, we focus on an accessible, inclusive assessment process from the ground up, supporting high-potential, often overlooked, small charities, regardless of the experience or confidence of their leaders.

This commitment is reflected in our outcomes, where we outperform the sector average by funding a higher percentage of charities with diverse leadership. We will continue to monitor this to ensure we stay focused on our commitments.



Face Equality International
#BackedByTheFore

Leadership	Sector average*	Our 2023/24 applicant average**	Our 2023/24 funded charities**
Women	65%	68%	73%
Minority Ethnicity	7%	18%	16%
LGBTQIA+	12%	14%	17%
Disabled	25%	19%	29%
Paid fees for school education	17%	11%	9%

*ACEVO Pay and Equalities survey 2023 ** The Fore DEI surveys

Non-Financial Support Provided | 2023/24

Pro Bono Network

Our pro bono network connects skilled volunteers, including those from our corporate partners, with charity leaders to provide expert support in areas such as strategy, finance, HR, and governance, to help our charities unlock their full potential. This support isn't limited to the organisations we fund; we also extend it to highly recommended charities that, despite not receiving funding, demonstrated great promise during our due diligence process.

“

The Fore's pro bono network, especially in HR, was so helpful as we employed our first paid staff.

– Michelle Southern OBE, Street Paws

103

matches made between our skilled volunteers and charity leaders, giving our charities access to additional critical skills to help them grow and thrive.

Introduced a membership application process to ensure our charities are matched with pre-vetted skilled volunteers to maximise impact.



106

skilled volunteers recruited to tackle the specific skill gaps our charities face such as scaling a young enterprise, recruiting board members, and managing growth and change.

“

I didn't expect the level of support that we received. It has been outstanding and really transformative for our organisation.

– Rachel Ashe, Mental Health Swims



Pro bono network in action: FSUK and Jesper Jensen

We matched Jesper Jensen, Associate at BlackRock, with Fowler's Syndrome UK (FSUK), a charity raising awareness of the debilitating bladder condition, Fowler's Syndrome.

Although FSUK had a strong group of trustees, they recognised there were gaps and wanted to bring in commercial, corporate and governance expertise. Jesper joined FSUK's board as Secretary and has been advising and overseeing the completion of trustee reports and supporting with governance.

Via his network, Jesper also onboarded a global law firm as a permanent pro bono legal advisor to the charity.

“

The experience has...set us up for huge growth. Jesper has brought robust governance and structure.

– Dani Coombe, FSUK

Coming from a corporate background, I have been able to help oversee the use of the charity's resources to maximise value while contributing to sound governance.

– Jesper Jensen, BlackRock

Peer Network

Our peer network connects charity leaders to support each other to thrive.

Peer connection group

Introduced a WhatsApp group with 100+ of our charity leaders to connect; share experiences, funding leads, and tips; discuss challenges; and problem-solve together.



The WhatsApp group...has been incredibly valuable. I've made useful connections that have really helped me. [It] is especially beneficial for neurodivergent people.

– Alex Winstanley, Happy Smiles Training

Peer chats

Introduced peer-to-peer learning sessions curated by our charities to address their most pressing needs. They provide space for our charities to come together, share insights, and learn from each other. Three sessions have been facilitated so far, covering topics such as how to create happy and healthy teams in the absence of a mythical money tree.



I think it's such a valuable offering provided by The Fore. It was so great to connect with others in the sector, on a similar journey to our own.

– Ailish Emmett, LMK (Let Me Know)

Peer dinners

Facilitated 7 dinners to provide a platform for our charity leaders to unwind and share experiences, ideas, and practical advice on overcoming obstacles faced by growing small charities.



We shared stories about ourselves, our work, small and big wins. The dinner was not just enjoyable but almost therapeutic.

– Chantelle Lesforis, YourStance

Skills Training

85 workshops delivered on a range of topics including finance, AI, strategy, governance, legal, and marketing, to help small charities become stronger.

87%

rated facilitator
good or
excellent

86%

rated content
good or
excellent

80%

said it helped their
organisation do
better



I didn't know where to start with reserves and now I understand what they are, how to calculate them, how to set a target for them and how to write a policy that backs all that up. Thank you!

– Reserves and Resilience workshop attendee

Impact Measurement Training

We offer fully-funded training to our charities to help them understand and demonstrate their impact. For example, Lyra, a performing arts charity, has now created a framework to measure the impact of their work on young people's lives, helping boost fundraising efforts by making a stronger case to funders.

As well as delivering our introductory impact training course, this year we launched a second course, Demonstrating Impact, for those at a more advanced stage of measuring their impact.

100%

were satisfied or
very satisfied
with the courses

100%

said the courses
met their
expectations



It was very well delivered, very clear and concise. As we were a small group we could share all together with the facilitator which felt much more useful than Zoom courses sometimes do. The perfect amount of content to comfortably fit the time.

– Introduction to Impact course attendee

Reflections From Our Charities | 2023/24

While it has been a challenging year for many, the snapshot of our charities' experiences below also highlights the resilience, innovation and determination of the sector. For a deeper dive into these insights, check out our [Summer 2023](#), [Autumn 2023](#), and [Spring 2024](#) Monitoring and Evaluation reports.

Tough is getting even tougher

Our charities are finding it increasingly difficult to secure funding from trusts and foundations, and when it is available, it is largely restricted. More charities are looking elsewhere for funding, including from corporate partnerships. While many are securing in-kind support from corporates, they are having less success in converting to funded partnerships.

Resilience: a myth? It doesn't have to be

Many charities continue to struggle to build resilience. However, the experiences of many of our charities shows that unrestricted, multi-year funding, coupled with access to high quality skills and training, can turn resilience from myth to reality.

A fighting spirit

While it has been a hard year for the sector, with setbacks and the increasingly challenging funding landscape, our charities refused to give up and used knockbacks as a learning opportunity. Their ability to pivot and adapt has been essential to their success, though the toll it takes should not be underestimated.

Employing fundraisers: A silver bullet?

Recruiting fundraisers isn't always the key to financial sustainability. Our most successful charities often increased leadership capacity for fundraising by hiring operational staff for delivery tasks, rather than relying on external fundraisers.

Collaboration not competition

Joint bids with peers for trust and foundation funding makes small charities more than the sum of their parts, increasing success rates. Many funders find the reduced risk associated with shared delivery appealing. Though it is recognised that a collaboration plan can be time and resource consuming.



RollaDome All Skate
#BackedByTheFore



Youngwilders CIC
#BackedByTheFore

The Year Ahead

We are just getting started

With an expanded board with all the expertise we need, we are doubling down on fundraising to scale. That's why we have set ourselves a target of awarding 1,000 grants over the next 5 years.

Helping charities crack the economic impact enigma

Utilising tech, and working with Pro Bono Economics and Scottish Tech Army, we are launching a tool that gives our charities the power to say 'We are delivering £X of benefits to society for every £1 spent' without the need for complex analysis. This will make a better case for support for them and the sector.

Giving our charity leaders more of what they need

Building on the success of our peer connection group, we aim to further develop our charity leaders support network. We would like to give leaders the chance to meet throughout the year to share challenges, seek advice, and collaborate to strengthen their organisations and impact.

Maximising the impact of our pro bono network members

We are introducing a mentor and chair group within our pro bono network to provide a platform for our skilled volunteers to learn from each other and get guidance on challenges faced in their roles to maximise their impact for our charities.












Turbo-charging charities addressing the climate and nature crises

Thousands of grassroots organisations have the solutions to climate change and the nature crisis, but they are woefully underfunded and lack access to the expertise and networks needed to thrive. That's why we are creating a community of funders to back more high-potential small charities addressing these challenges over the next 5 years.

If you are interested in partnering with us, please contact partnerships@thefore.org













Full List of Charities Funded | Summer 2023–Summer 2024

Summer 2023



















Organisation name	Amount funded	Location	Key themes
All Ears Mental Health Awareness CIC	£30,000	North West	
Battling On CIC	£30,000	South West	
Community TechAid	£30,000	London	
Escapeline	£30,000	South West	
Happy Smiles Training CIC	£30,000	North West	
Kingfisher Preschool	£30,000	South West	
Mandem Meetup	£30,000	North West	
Raising Futures Kenya	£30,000	Outside the UK	
Southwark Black Parents Forum	£30,000	London	
Stitches in Time	£27,500	London	
Support and Grow North East	£30,000	North East	

-  Mental Health and Wellbeing
-  Social Equity & Inclusion
-  Youth Opportunity
-  Sustainability & Environment



















Autumn 2023

Organisation name	Amount funded	Location	Key themes
Abortion Talk	£30,000	Throughout the UK	
Behind Every Kick	£30,000	London	
Better Giving Partnership (Givto)	£20,000	Throughout the UK	
Diverse Voices Edutainment	£30,000	London	
Equine Therapy Centre CIC	£30,000	Wales	
Home-Start Hillingdon	£30,000	London	
London Basketball Association	£30,000	London	
OmniMusic	£30,000	North West	
SAMEE	£30,000	South West	
Success Club	£30,000	London	
Youngwilders CIC	£30,000	Throughout the UK	
YourStance CIC	£30,000	London	

Spring 2024

Organisation name	Amount funded	Location	Key themes
Changing Relations CIC	£30,000	North East	 
Clear Sky Children's Charity	£30,000	South East	
Community Integration and Advocacy Centre	£29,312	Yorkshire and Humberside	
Every Future Foundation	£30,000	London	 
Everyday Plastic CIC	£30,000	Throughout the UK	
Face Equality International	£30,000	Throughout the UK	
Farmability	£30,000	South East	 
Hotel School	£30,000	London	 
Informing Choices NI	£30,000	Northern Ireland	 
Love4Life	£29,000	South East	 
Mafwa Theatre CIC	£30,000	Yorkshire and Humberside	 

Spring 2024

Organisation name	Amount funded	Location	Key themes
Real Lives: Real Choices	£30,000	North East	 
RECLAIM Project	£30,000	North West	 
RollaDome All Skate	£30,000	London	 
Say Aphasia	£30,000	South East	
Sound Waves Foundation	£30,000	South East	 
The Fun Hub CIC	£30,000	Yorkshire and Humberside	 
The Reconnect Education Project CIC	£30,000	Yorkshire and Humberside	 
The Resource Centre	£21,940	South East	
Voices for Life	£30,000	South West	  
You Can Flourish	£30,000	West Midlands	 

Summer 2024

Organisation name	Amount funded	Location	Key themes
Corey's Farm	£30,000	South West	● ●
Cycle Sisters	£30,000	London	● ●
Dementia Disco	£30,000	North West	● ●
Glasbren CIC	£27,750	Wales	● ● ●
Thinking Black CIC	£22,005	London	● ●
Good Night Out Campaign CIC	£30,000	Throughout the UK	●
Delight	£30,000	South East	● ●
Access Cornwall CIC	£30,000	South West	● ●
Merseyside Refugee Support Network	£30,000	North West	● ●
Steve Browne Foundation	£30,000	London	● ●
Transparent Presence CIC	£30,000	South West	● ●
Rise UP	£30,000	North West	● ●



The Recruitment Junction
#BackedByTheFore

With Thanks

The Fore is a registered charity (No. 1204122). We work in partnership with a range of businesses, foundations and individuals to source the funding and skills we offer to the inspiring charities we work with.

We would like to thank our partners over the last three years who have worked with us to support the charities mentioned in this report. Alongside those who wish to remain anonymous, these include:

Aeonian Foundation	LGT Vestra
Andrea Oliver	Lyon Family Charitable Trust
BlackRock	Neville Abraham Foundation
Brand Advance	OPUS
Bridget and Justin Barton	Rothschild & Co.
Buttinghill Foundation	Saffron Foundation
C. Hoare & Co. (Golden Bottle Trust)	Steve and Heather Tudge
Charlie Jacobs	Stewart Investors
Cheyne Capital Management SVC	Symondson Foundation
Epiris	The Bulldog Trust
Four Acre Trust	The Hadley Trust
Garfield Weston Foundation	The Lovington Foundation
Henry Oldfield Trust	The Mumme-Ackford Charitable Trust
Iain and Angela Morpeth	The Netherby Trust
Imagine Foundation	Tye Foundation
James Findlay	UBS
Lord Jim O'Neil	

If you are interested in partnering with us, please contact partnerships@thefore.org

BlackRock



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AEONIAN FOUNDATION



Henry Oldfield
Trust



Cheyne
CAPITAL

