

REGISTERED COMPANY NUMBER: 03062605 (England and Wales)
REGISTERED CHARITY NUMBER: 1048218

Report of the Trustees and
Financial Statements
for the Year Ended 31 March 2022
for
Pembrokeshire Care Society

Ashmole and Co.
Chartered Certified Accountants and Statutory
Auditors
Williamston House
7 Goat Street
Haverfordwest
Pembrokeshire
SA61 1PX



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for the Year Ended 31 March 2022**

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Pembrokeshire Care Society

**Reference and Administrative Details
for the Year Ended 31 March 2022**

TRUSTEES

Mrs G Morgan, President
Mrs J Davies
Mr P Lucas
Mr R Sinnott (resigned 17.11.21)
Mrs A Thomas
Mrs L Bowden
Mrs J Wordsworth
Mr J Consitt (appointed 17.11.21) (resigned 31.7.22)
Ms S Harrington (appointed 17.11.21)
Mr S Joseph (appointed 17.11.21)

SENIOR MANAGEMENT

Michael Hooper, Managing Director

REGISTERED OFFICE

7 Picton Place
Haverfordwest
Pembrokeshire
SA61 2LE

**REGISTERED COMPANY
NUMBER**

03062605 (England and Wales)

REGISTERED CHARITY NUMBER 1048218

AUDITORS

Ashrole and Co.
Chartered Certified Accountants and Statutory
Auditors
Williamston House
7 Goat Street
Haverfordwest
Pembrokeshire
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**Report of the Trustees
for the Year Ended 31 March 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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) (effective 1 January 2019).

**Report of the Trustees
for the Year Ended 31 March 2022**

OBJECTIVES AND ACTIVITIES

Objectives and aims

In this report the Trustees of Pembrokeshire Care Society (PCS) look at what the charity has achieved and the outcome of our work between April 2021 and March 2022.

This report reviews our progress in relation to our charitable objectives which are:

- To relieve the effects of poverty, housing problems and homelessness on individuals and families in Pembrokeshire who present to the charity for assistance.
- To promote the study, research and campaigning to help relieve and prevent poverty, housing problems and homelessness.
- To raise awareness and educate the public regarding the effects of poverty, housing need and homelessness.

Areas of Expertise

PCS provide advice, assistance and advocacy on housing, homeless rights, evictions, welfare benefits, housing benefits and debt guidance.

We administer bond guarantees and rent in advance payments in partnership with client specific organisations and local private landlords.

We also manage a tenancy support scheme which operates across all tenures throughout Pembrokeshire.

Our experience and expertise allows us to support people to help them change their lives and build a positive future.

Working closely with Pembrokeshire County Council, Pathway Lettings continues to work as Pembrokeshire's only Social Letting Agency.

Beneficiaries of our Services and the COVID-19 Pandemic

PCS provides services for anyone of the age of 16 and above and we helped over 2,100 people during the period of this report.

The delivery of our support and services had been deeply impacted by the COVID-19 pandemic, although we returned to normal services during the year, we remained vigilant to protect both staff and beneficiaries during these challenging times.

The charity continued to provide advice for Private Sector Landlords on tenancy law and other related issues through Pathway Lettings. Close working relationships have been developed with 41 Private Sector Landlords with 152 tenancies managed. PL continues to form an important part of our work and as such forms a key part of our Business Plan.

We worked closely with the Welsh Council of Voluntary Action (WCVA) between June 2021 and March 2022 to prepare a detailed bid for funding under the Community Asset Development Fund. This demonstrated how PL would be able to grow with their support. Confirmation of the success of our bid for £150,000 was announced in May 2022.

This funding helped with the acquisition of a more suitable office in the centre of Haverfordwest at 7 Picton Place. We moved to this property in May 2022. We also agreed to rent two floors of the adjoining 5 Picton Place and have a pre-emption right to acquire in May 2024.

Our beneficiaries are often the most marginalised groups in society and the majority will be entitled to limited statutory assistance. Our aim continues to provide support and advice and respond quickly to change and also consider opportunities to extend our services in line with the charity's aims and objectives.

**Report of the Trustees
for the Year Ended 31 March 2022**

Overview

Pembrokeshire Care Society was founded in 1979 to serve the people of Pembrokeshire. The quality and standard of our services has been acknowledged by independent audits, including the Advice Quality Standard. We were subject to a full audit in December 2021, which confirmed our continued compliance and best practice.

Our services include housing and homeless advice, assistance and advocacy, welfare and debt advice, administration of bond schemes and a generic tenancy support scheme.

We have further extended our services to provide mental health counselling services to both our clients and our staff. We have been able to do this as a result of support from the Postcode Lottery, who gave us a grant of £19,980 in January 2022. We also submitted a grant request to the Hywel Davies Legacy Fund in January 2022 and were delighted at the success of this application announced in April 2022 for an amount of £115,524.

We have a close working relationship with Pembrokeshire County Council and they helped us set up a Social Lettings Agency, called Pathway Lettings in 2011.

Pembrokeshire is a large rural area of 1,700 sq. km and a population of around 125,000 people. The provision of services to all throughout the county is a challenge and this has historically been addressed through outreach surgeries and the use of travel warrants.

We continue to work closely with Pembrokeshire County Council (PCC) and are grateful for their support and funding. We received £322,873 to provide a generic support service during the year, which was an increase of 3.5% over the previous year to reflect inflationary pressures.

We are also grateful to Welsh Government for the grant of £217,920 to support the Advice, Resettlement and Bond Scheme.

PCS acts as a guarantor for bond guarantee certificates where these are required by landlords for new tenants. Whilst no payment is made initially, if the landlords claim on the guarantee, payment is made by PCS. Bond allocations to clients are subject to our annual Welsh Government grant allocation. 48 new bonds were issued and we managed a total bond liability across all our bond schemes of £61,593.33.

Report of the Trustees
for the Year Ended 31 March 2022

ACHIEVEMENT AND PERFORMANCE

Charitable activities

During the year we helped 58 rough sleepers with equipment and advice

Pembrokeshire County Council continued to assist non-priority clients with temporary accommodation as a result of Welsh Governments change in legislation in the previous year during the pandemic

A number of positive and important steps have also been taken to strengthen and help develop PCS as the leading homelessness charity in Pembrokeshire:

1. In March 2022 we produced a new Business Plan with the help of the Wales Cooperative (now known as Cwmpas). The Plan was important and helped us secure funding of £150,000 from the WCV/A, under the Community Asset Development Fund. This consisted of £60,000 grant funding and an interest free loan of £90,000 which will be paid over the next twelve years. PCS provided match funding of a £100,000. The cost of acquiring 7 Picton Place was £167,500 and we also entered into a lease to rent two floors of the adjoining 5 Picton Place. The town centre location, adjacent to County Hall and the bus and rail station has made our services more accessible to our clients.
2. The lease on the PL office at 8 - 10 Hill Street ended in February 2022 and as a result, the PL staff were temporarily relocated to the main office at 19 Market Street, before the move to 7 Picton Place in May.
3. In March 2022, it was agreed to review the options for opening a satellite office in Pembroke Dock to bring our services available to a large number of our clients in the south of the County. A suitable property was identified at Aicon House in Pembroke Dock and a five year lease for its use was completed in September 2022.
4. A booklet entitled 'A Snapshot in Time' produced by the Charity's President, Geraldine Morgan was written in March 2022 which set out the history of the organisation.
5. The Trustees agreed to appoint a Partnership Coordinator and Naomi Joseph was appointed and joined PCS May 2022. This further strengthened the close working relationship with our partners at the Third Place in Milford Haven. The appointment was possible due to the generosity of private donors and the Trustees of the Third Place.
6. We were successful in becoming the second pilot Homeshare project in Wales, with funding from Welsh Government, PAVS and a private donor. The scheme was established in March and launched in April 2022 and it is hoped to match home owners with home sharers.
7. A Staff Appreciation Day held in May 2021 shared best practice and looked at how we could develop services

<https://sway.office.com/r140FmJcCXP2KzFD?ref=Link>

Our facebook account is used to help promote our work and raise awareness of the issue of homelessness in Pembrokeshire. Our highest performing post on facebook reached 4,212 people.

Some of the key facts relating to our **Generic Support Service** are set out below:

- 689 Referrals received - an increase of 26% on the previous year
- Support provided to 629 Service Users - an increase of 30%
- 335 New clients - an increase of 21%
- 480 Service users ended support (+45%) with 412 positive outcomes (+42%)
- Challenges with Lockdown resulting in adapting the delivery of the service, with face to face support fully resumed in January 2022

**Report of the Trustees
for the Year Ended 31 March 2022**

- The annual target for Supporting People is 17,680 hours and we delivered 17,904 hours of support.

This was an impressive performance from all involved in the Supporting People team, who met targets even when challenged by a global pandemic. A big thank you to all involved.

8. Advice and Bond

- 1,217 people were supported - an increase of 18% on the previous year
- 484 Debt assessments were provided - an increase of 27%
- Out of the 551 clients that approached PCS directly we managed to help 442 with positive outcomes. (Increases of +35% and +21% respectively on the previous year). This support can range from providing a bond, maintaining a current tenancy or assisting with finding accommodation without a bond.

9. Money Guiders Programme

We continue to use MGP for all new staff as part of their mandatory training.

It has provided an important opportunity to enhance skills for our growing workforce and especially those who are customer facing.

The affiliation with MGP maintains compliance with Advice Quality Standards as the guidance does not have to be regulated by the Financial Conduct Authority.

New staff who have not had previous experience in welfare benefits have been completing Dangos online training. Available in beginner and intermediate sessions it's a useful tool to build knowledge before advising clients.

10. Milford Haven Homelessness Pods

Our ongoing partnership with The Third Place (TTP) has proven to be a valuable and beneficial temporary accommodation model for some of our most vulnerable clients. While the original plan was for clients to remain in the POD for five to ten nights, the impact of the Pandemic and lack of suitable and affordable accommodation means they have had to stay for anything up to five months. The success of these Pods is due to the hard work and commitment of Naomi and Steve Joseph, and we are delighted to be maintaining and developing such a worthwhile and important partnership.

An additional project with TTP has been a supported house in Milford Haven with links to Green Pastures (GP). This is also a Christian based housing initiative who purchased the property to assist three single men aged 25 or over. These men can benefit from, training, mental health, befriending and benefit support. The Advice & Bond team can make referrals directly to TTP for potential residents.

During this reporting period we issued 57 Rough Sleeper Packs to those who were in the most need.

11. Staff

All the staff at PCS play an important part in delivering a caring and quality service to all our clients and beneficiaries. They are key to the future development of the charity and their contribution is inspirational and appreciated by the Trustees.

Staff are kept up to date with developments and opportunities at PCS through regular newsletters, meetings and Staff Appreciation Days. A staff survey in March 2021 provided valuable feedback to Trustees as to what works well at PCS and what needs to be improved. The positives from this survey were:

- The majority of staff feel they get recognition from their managers for a job well done.

**Report of the Trustees
for the Year Ended 31 March 2022**

- There is a good team spirit throughout the organisation which can be built on further.
- Staff feel (in the main) they have the right tools to do the job.
- Most staff feel they have the right training for the role.
- Staff confirmed they have the right opportunities to develop their knowledge.
- Staff think there is good communication in the organisation aided by the use of Microsoft Teams.

Small working groups have also been formed to provide feedback and ideas for senior management and the Trustees to consider:

- Mental Health
- Making PCS a better place to work
- Welsh Language

Two members of staff undertook mental health training and were appointed as Mentors to provide advice and support to all staff. As well as regular support sessions, staff are signposted to a range of resources to help with general well-being and mental health issues.

Further mental health counselling support was provided to staff as a result of a successful Postcode Lottery Bid. The £19,980 has enabled us to work with an experienced Counsellor who has helped both staff and a number of our clients.

We also worked closely with Chwarae Teg throughout the year and were awarded a Developing Fair Play Employer Award, which recognised our hard work, determination and positive working practices in creating gender equality at work.

At the 31st March, 2022 there were the equivalent of twenty eight full time employees on the payroll.

FINANCIAL REVIEW

Principal funding sources

The principal funding sources for the work of Pembrokeshire Care Society this year are that of the Welsh Government Homelessness Prevention Grant Programme to the value of £217,920 and the Supporting People Grant of £322,873. This year's funding was used to fulfill the aims and objectives of the organisation as set out in its Governing document and as described in the Achievements and Performance section of this report.

**Report of the Trustees
for the Year Ended 31 March 2022**

FINANCIAL REVIEW

Reserves policy

Unrestricted free reserves of £254,596 are maintained to allow PCS to continue operating, should grant funding stop.

This figure of £254,596 is equivalent to 4.0 months running costs.

Balance for previous years has been:

March 2020 - £146,889
March 2021 - £240,345

PCS has designated funds for a training fund of £6,000 at 31 March 2022 to help staff develop their skills.

Redundancy costs are calculated at statutory minimum level as at 31st March each year. PCS holds £50,500 for this purpose.

Funds designated for the ongoing development and maintenance of the database have been increased to £9,600 and £6,000 is designated for staff related costs.

The Pathway Lettings development fund stands at £203,511 at the year-end.

£18,000 has been ring-fenced towards property maintenance and £6,000 towards office furniture and equipment.

The PODS rental income has been designated for the future purchase of additional PODS.

The organisation also has a bond reserve allowing for the issuing of Bond Guarantees to landlords on behalf of homeless clients. As of 31st March 2022 the Society has a bond liability of £14,955 and a bond reserve of £14,955.

We also have money under management for the Local Authority, which is used specifically for the following purposes:

- bonds
- rent in advance
- white goods
- landlord enhancements
- travel warrants
- non-priority bonds
- rough sleeper outreach packs
- rough sleeper outreach work

**Report of the Trustees
for the Year Ended 31 March 2022**

FUTURE PLANS

PCS will continue to explore opportunities to increase the number of income streams.

We will continue to seek financial efficiencies.

PCS' long standing open-door policy continues and we will also signpost other relevant services to some client groups.

PCS' joint working with PCC Housing and Youth Services Departments continues to strengthen. Feedback regarding the joint working service remains positive and PCS will continue to monitor its progress and work with the local authority to develop it further.

The move to new office premises in May 2022 allowed us to bring the Pathway Lettings (PL) operation and all PCS functions under one roof. The new town centre location adjacent to County Hall will also help strengthen relationships with PCC. The prominent location should also help raise awareness of all our activities and hopefully increase the number of private sector landlords we work with. There are plans to appoint a number of new staff, specialising in marketing and fundraising, project management and human resources. We are also planning to develop services to private sector landlords in light of the Renting Homes (Wales) Act 2016. This will result in the setting up of a small in-house maintenance team, consisting of a Project Manager, Carpenter, Electrician and Plumber.

There has been an improvement in our website and we will continue to develop this important area and also work across other social media platforms such as facebook and Instagram to help market our services and reach out to people who need our support and help.

We plan to continue our partnership with Cwmpas, previously known as the Wales Cooperative Centre.

PCS have also identified several other potential sources of funding with the Welsh Council of Voluntary Action. We will be applying for grant funding of £50,000 to help with the appointment of some key personnel later in 2022.

We have once again been awarded the Advice Quality Standard following a thorough review of our services, during an audit in December 2021. This is an important accreditation demonstrating to our partners, funders and clients that we are a well-managed and caring organisation.

We will strive to maintain our services and meet our aims and objectives with the resources available. All at PCS remain committed to the long-term future of the organisation and provision of services specific to Pembrokeshire's needs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

PCS is a charitable company limited by guarantee which was founded in 1979. The company was established under a Memorandum of Association which established its objectives and powers.

In 2000, the Memorandum of Association, was reviewed, amended and agreed by the Charity Commission, enabling the company to change its services to suit the changing needs of the homeless in Pembrokeshire.

The governing document was reviewed again in 2013 and amended, adopted and accepted by the Charity Commission to simplify its objectives and better meet the charitable aims of the association.

**Report of the Trustees
for the Year Ended 31 March 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

There have been ten members of the Council during the year, all of which are trustees. Trustees are also directors of the Company. Under the Memorandum of Association, the members of the Council are elected to serve for a period of three years after which, if they wish to remain as a trustee, they must be re-elected at the next Annual General Meeting.

At the 2021 Annual General Meeting two members of the Council, Paul Lucas and Ann Maria Thomas stood down and were re-elected. Rhys Sinnet resigned. Ann Maria Thomas was re-elected as Chair and Treasurer.

The Council has agreed the necessity of the use of a Management Committee for issues that may arise between the full meetings. Management Committee members are selected from the full Council of Management and include the Managing Director.

Due to the diversity of the client group and the varied services that the charity provides it is important that the Council consists of members with varied backgrounds and expertise and an effort is made to maintain a broad skill mix.

Organisational structure

Full Committee meetings are held five times per year. The Annual General Meeting is held in November. Cross Scheme Co-ordinator meetings are held monthly or as required. Relevant information from these meetings is cascaded down to Management and Staff meetings. Scheme Management meetings are held monthly to discuss operational process and to ensure cross scheme working is effective. Scheme Staff meetings are held regularly and additional relevant issues from Scheme Management meetings are included. Appraisal and Information Days are held twice a year. Training and scheme updates are on the agenda.

A new three-year business plan was produced in March 2022 with invaluable assistance from Cwmpas. This includes detailed information on the following:

- Background information about PCS
- Our vision, aims and objectives
- How we deliver our services
- The Market
- Our financial position and forecasts for the next three years
- Stakeholders
- Partners
- The Landlord Client Charter
- A full list of our current policies

A service delivery strategy, which includes appointment times, duty worker availability, advice centre timetable, staff cover for absences and cost factors, has been established and is evaluated on a regular basis by the Managing Director. Written Reports and Statistical Monitoring are provided to the funders and partners at agreed times. All Policy, Procedures, Forms, Letters and Information documentation (PPFLI) and the index are reviewed as a minimum on an Annual basis. Operational procedures are reviewed immediately when changes/improvements are identified and agreed.

For additional support and in order to safeguard PCS's committee and employees, PCS subscribe to Peninsula Employment Specialists for legal and practical advice on employment issues. We also contract to Peninsula for Health and Safety Advice to ensure continual compliance.

Funders and partners are welcome to visit our offices to assess our processes and professionalism in ensuring equality and efficiencies of our service delivery.

These include a robust internal evaluation of schemes and services, with the aim of improvement and continuity. All our policies and procedures are reviewed annually at a minimum.

**Report of the Trustees
for the Year Ended 31 March 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Prior to election prospective new trustees are invited to attend a meeting at the main office to view the work of the charity. They are then invited to attend a Council meeting in an observatory capacity. After election trustees are provided with a trustee handbook and can access trustee training if required.

Public Benefit

In accordance with our aims and objectives, when providing our services to some of the most vulnerable people in society. We aim to develop sustainable tenancies and assist with the integration into the community of those who are most marginalised.

Risk management

The charity has comprehensive policies and procedures which reduce the financial and litigation risk. The charity holds the Advice Quality Standard, renewed in December 2021. This intensive external audit ensures that the working policies, procedures and ongoing training provide as low a risk as is possible for employees, committee and customers. The risk management policy is reviewed annually.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Pembrokeshire Care Society for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Ashmole and Co., will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 22 November 2022 and signed on its behalf by:

Andrews 22/11/22

Report of the Trustees
for the Year Ended 31 March 2022

Mrs A Thomas - Trustee

**Report of the Independent Auditors to the Trustees of
PembrokeCare Society (Registered number: 03062605)**

Opinion

We have audited the financial statements of PembrokeCare Society (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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; and
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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 trustees' 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 charitable 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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Report of the Independent Auditors to the Trustees of
Pembrookshire Care Society (Registered number: 03062605)**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company 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 trustees 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 trustees are responsible for assessing the charitable 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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- nature of the charity and the sector in which it operates.
- the legal and regulatory framework in which the charity operates, and in particular those laws and regulations that directly affect the financial statements or have a fundamental effect on operations eg Charities Act 2011, health and safety legislation.
- results of enquiries of management and those charged with governance
- any matters identified relating to
 - the charity's policies and procedures for identifying, evaluating and complying with laws and regulations, and whether there were any known instances of non compliance.
 - detecting and responding to the risks of fraud and whether there is any knowledge of actual, suspected or alleged fraud.
 - the internal controls established to mitigate risks of fraud or non compliance with laws and regulations.

As a result of performing the above, we did not identify any key audit matters related to potential risk of fraud or non compliance with laws and regulations.

In addition to the above, our procedures included:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations
- enquires of management and those charged with governance concerning actual and potential litigation and claims
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud
- review of minutes of committee meetings
- written representations

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Trustees of
Pembrokeshire Care Society (Registered number: 03062605)**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of Ashmole and Co.
Chartered Certified Accountants and Statutory
Auditors

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Williamston House
7 Goat Street
Haverfordwest
Pembrokeshire
SA61 1PX

Date: 22/11/2022

Pembrokeshire Care Society

Statement of Financial Activities
for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted fund £	Year Ended 31.3.22 Total funds £	Period 1.7.20 to 31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	20,891	3,000	23,891	10,770
Charitable activities					
Pathway letting, advice & bond scheme		-	314,079	314,079	259,140
Pathway lettings development		-	-	-	10,000
Supporting people services		322,873	-	322,873	312,082
Travel warrant scheme		-	7,180	7,180	5,261
Foyer Project		-	49,375	49,375	-
Food Poverty		-	30,995	30,995	-
Mental Health		-	19,980	19,980	-
Other trading activities	3	69,509	-	69,509	65,149
Investment income	4	1,708	-	1,708	2,132
Total		<u>414,981</u>	<u>424,609</u>	<u>839,590</u>	<u>664,534</u>
EXPENDITURE ON					
Charitable activities	6				
Pathway letting, advice & bond scheme		25,789	302,703	328,492	275,827
Pathway lettings development		-	7,104	7,104	1,413
Supporting people services		320,828	1,085	321,913	294,527
Furniture & crisis scheme		3,846	-	3,846	2,664
Travel warrant scheme		-	7,470	7,470	4,859
Foyer Project		-	55,661	55,661	-
Food Poverty		-	25,715	25,715	-
Mental Health		-	1,325	1,325	-
Total		<u>350,463</u>	<u>401,063</u>	<u>751,526</u>	<u>579,290</u>
NET INCOME		<u>64,518</u>	<u>23,546</u>	<u>88,064</u>	<u>85,244</u>
Transfers between funds	15	1,130	(1,130)	-	-
Net movement in funds		<u>65,648</u>	<u>22,416</u>	<u>88,064</u>	<u>85,244</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		787,672	122,549	910,221	824,977
TOTAL FUNDS CARRIED FORWARD		<u>853,320</u>	<u>144,965</u>	<u>998,285</u>	<u>910,221</u>

The notes form part of these financial statements

**Balance Sheet
31 March 2022**

	Notes	Unrestricted funds £	Restricted fund £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	12	296,081	3,726	299,807	301,680
CURRENT ASSETS					
Debtors	13	39,645	58,940	98,585	117,638
Cash at bank and in hand		539,028	248,249	787,277	674,468
		578,673	307,189	885,862	792,106
CREDITORS					
Amounts falling due within one year	14	(21,434)	(165,950)	(187,384)	(183,565)
NET CURRENT ASSETS		557,239	141,239	698,478	608,541
TOTAL ASSETS LESS CURRENT LIABILITIES		853,320	144,965	998,285	910,221
NET ASSETS		853,320	144,965	998,285	910,221
FUNDS	15				
Unrestricted funds				853,320	787,672
Restricted funds				144,965	122,549
TOTAL FUNDS				998,285	910,221

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

Balance Sheet - continued
31 March 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 22 November 2022 and were signed on its behalf by:

A Thomas 22/11/22

Mrs A Thomas - Trustee

Pembrokeshire Care Society

Cash Flow Statement
for the Year Ended 31 March 2022

	Notes	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Cash flows from operating activities			
Cash generated from operations	17	126,881	221,283
Net cash provided by operating activities		126,881	221,283
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,780)	(8,280)
Sale of tangible fixed assets		-	100
Interest received		1,708	2,132
Net cash used in investing activities		(14,072)	(6,048)
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		112,809	215,235
		674,468	644,062
Cash and cash equivalents at the end of the reporting period		787,277	674,468

The notes form part of these financial statements

Pembrokeshire Care Society

Error Messages from the Cash Flow Statement
for the Year Ended 31 March 2022

** LAST YEAR - MOVEMENT IN CASH AND CASH EQUIVALENTS
AS CALCULATED IN CASH FLOW STATEMENT
DOES NOT AGREE TO MOVEMENT PER BALANCE SHEET

COMPARE MOVEMENT ON CASH FLOW STATEMENT

215,235

TO MOVEMENT PER BALANCE SHEET
CASH AND CASH EQUIVALENTS

30,406

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs have been allocated as far as possible between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others have been apportioned based on the estimated usage of the resource.

Support costs represent the costs of maintaining the office premises and the society's equipment, and the management of the charities assets and compliance with constitutional and statutory requirements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off the cost of each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Office equipment	- 15% reducing balance
Computer equipment	- Straight line over 3 years
Freehold property	- 2% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

The accounts distinguish between restricted and unrestricted funds. Unrestricted funds are those where there are no externally imposed restrictions. These include those freely available to the charity for expenditure in accordance with the charitable objectives or appropriation to reserves for internally designated purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The society operates a stakeholder pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

2. DONATIONS AND LEGACIES

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
	£	£
Donations	6,321	770
Grants	15,564	10,000
Insurance claim	2,006	-
	<u>23,891</u>	<u>10,770</u>

Grants received, included in the above, are as follows:

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
	£	£
Covid-19 Support Grant	-	10,000
V/G Social Care Workers grant	12,564	-
Kickstart Scheme	3,000	-
	<u>15,564</u>	<u>10,000</u>

3. OTHER TRADING ACTIVITIES

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
	£	£
Rental income	20,028	22,541
Pathway lettings	46,449	42,608
PODS rental income	3,032	-
	<u>69,509</u>	<u>65,149</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

4. INVESTMENT INCOME

Deposit account interest	Year Ended 31.3.22 £ 1,708	Period 1.7.20 to 31.3.21 £ 2,132
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5. INCOME FROM CHARITABLE ACTIVITIES

Grants	Year Ended 31.3.22 £ 314,079	Period 1.7.20 to 31.3.21 £ 259,140
Grants		10,000
Grants		312,082
Grants		5,261
Grants		-
Grants		-
Grants		-
Grants		-
Activity		
Pathway letting, advice & bond scheme		
Pathway lettings development		
Supporting people services		
Travel warrant scheme		
Foyer Project		
Food Poverty		
Mental Health		
	744,482	586,483

Grants received, included in the above, are as follows:

WG Advice, Resettlement & Bond Scheme	Year Ended 31.3.22 £ 217,920	Period 1.7.20 to 31.3.21 £ 217,920
LA Funding for Advice, Assistance, Advocacy & Bond Scheme		11,440
LA Social Care		6,372
Travel Warrants		5,261
SP Generic Support Service		312,082
LA Pathway Lettings Development		10,000
SSLD		8,408
The National Lottery Community Fund		-
PCC Rough Sleeper Outreach Work		15,000
PCC Pathway Lettings, Advice & Bond Scheme top up		-
Postcode Community Trust		-
Shared Lives Plus, Homeshare		-
PAVS Homeshare		-
PCC Food Poverty Support		-
PAVS Supporting Community Action Fund		-
Pembs CC Rough Sleeper Outreach Surgeries		-
	744,482	586,483

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 7) £	Totals £
Pathway letting, advice & bond scheme	297,085	31,407	328,492
Pathway lettings development	7,104	-	7,104
Supporting people services	287,889	34,024	321,913
Furniture & crisis scheme	3,846	-	3,846
Travel warrant scheme	7,470	-	7,470
Foyer Project	55,661	-	55,661
Food Poverty	25,715	-	25,715
Mental Health	1,325	-	1,325
	<u>686,095</u>	<u>65,431</u>	<u>751,526</u>

7. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Pathway letting, advice & bond scheme	25,616	5,791	31,407
Supporting people services	27,750	6,274	34,024
	<u>53,366</u>	<u>12,065</u>	<u>65,431</u>

Support costs are calculated as a proportion of expenses based on administration staff time.

8. NET INCOME/(EXPENDITURE)

Net resources are stated after charging/(crediting):

Depreciation - owned assets	31.3.22	31.3.21
Auditors' remuneration	£	£
Other accountancy services	15,222	11,665
	2,500	2,280
	<u>5,945</u>	<u>4,260</u>

Pembrokeshire Care Society

Notes to the Financial Statements - continued for the Year Ended 31 March 2022

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the period ended 31 March 2021.

10. STAFF COSTS

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
	£	£
Wages and salaries	525,699	439,452
Social security costs	33,190	29,880
Other pension costs	8,848	7,186
	<u>567,737</u>	<u>476,518</u>

The average monthly number of employees during the year was as follows:

	Year Ended 31.3.22	Period 1.7.20 to 31.3.21
	2	2
Administration	26	22
Advocacy & Support	<u>28</u>	<u>24</u>

No employees received emoluments in excess of £60,000.



Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

11.

COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31/03/2021

INCOME AND ENDOWMENTS FROM

Donations and legacies

	Unrestricted funds £	Restricted fund £	Total funds £
	10,770	-	10,770

Charitable activities

Pathway letting, advice & bond scheme

Pathway lettings development

Supporting people services

Travel warrant scheme

	-	259,140	259,140
	-	10,000	10,000
	312,082	-	312,082
	-	5,261	5,261

Other trading activities

Investment income

	65,149	-	65,149
	2,132	-	2,132

Total

	390,133	274,401	664,534
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EXPENDITURE ON

Charitable activities

Pathway letting, advice & bond scheme

Pathway lettings development

Supporting people services

Furniture & crisis scheme

Travel warrant scheme

	18,626	257,201	275,827
	-	1,413	1,413
	294,527	-	294,527
	2,664	-	2,664
	-	4,859	4,859

Total

	315,817	263,473	579,290
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NET INCOME

Transfers between funds

Net movement in funds

	74,316	10,928	85,244
	1,894	(1,894)	-
	76,210	9,034	85,244

RECONCILIATION OF FUNDS

Total funds brought forward

	711,462	113,515	824,977
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TOTAL FUNDS CARRIED FORWARD

	787,672	122,549	910,221
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Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

12. TANGIBLE FIXED ASSETS

	Freehold property £	Office equipment £	Computer equipment £	Totals £
COST				
At 1 April 2021	305,690	29,107	54,959	389,756
Additions	838	-	14,942	15,780
Disposals	-	(12,595)	(17,234)	(29,829)
At 31 March 2022	306,528	16,512	52,667	375,707
DEPRECIATION				
At 1 April 2021	17,639	21,581	48,856	88,076
Charge for year	6,131	766	8,325	15,222
Eliminated on disposal	-	(10,164)	(17,234)	(27,398)
At 31 March 2022	23,770	12,183	39,947	75,900
NET BOOK VALUE				
At 31 March 2022	282,758	4,329	12,720	299,807
At 31 March 2021	288,051	7,526	6,103	301,680

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Debtors	31.3.22	31.3.21
Prepayments	£	£
	98,585	99,983
	-	17,655
	98,585	117,638

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Creditors	31.3.22	31.3.21
Social security and other taxes	£	£
Accruals and deferred income	21,299	11,590
	9,189	6,306
	156,896	165,669
	187,384	183,565

Included within accruals and deferred income are amounts that the Charity is holding on behalf of the Local Authority Housing department and the Local Authority Social Services department for the purpose of issuing bonds to landlords on behalf of the Charity's clients. Also included are amounts received from Pembrokeshire County Council for the purpose of assisting landlords with letting fees as well as an amount for assisting individuals to purchase household items when they do not have any other means of funding.

As at 31st March 2022 Pembrokeshire Care Society are holding £32,917 (2021 - £35,065) on behalf of the Housing department, where active bonds at the year end amount to £44,538 (2021 - £49,246), and £nil (2021 - £nil) on behalf of the Social Services department of which active bonds at the year end amount to £850 (2021 - £850).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

15. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General funds	535,568	64,518	(49,409)	550,677
Designated funds	252,104	-	50,539	302,643
	<u>787,672</u>	<u>64,518</u>	<u>1,130</u>	<u>853,320</u>
Restricted funds				
Restricted funds	122,549	23,546	(1,130)	144,965
	<u>910,221</u>	<u>88,064</u>	<u>-</u>	<u>998,285</u>
TOTAL FUNDS				

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	414,981	(350,463)	64,518
Restricted funds			
Restricted funds	424,609	(401,063)	23,546
	<u>839,590</u>	<u>(751,526)</u>	<u>88,064</u>
TOTAL FUNDS			

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General funds	445,196	74,316	16,056	535,568
Designated funds	266,266	-	(14,162)	252,104
	<u>711,462</u>	<u>74,316</u>	<u>1,894</u>	<u>787,672</u>
Restricted funds				
Restricted funds	113,515	10,928	(1,894)	122,549
	<u>824,977</u>	<u>85,244</u>	<u>-</u>	<u>910,221</u>
TOTAL FUNDS				

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

15. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	390,133	(315,817)	74,316
Restricted funds			
Restricted funds	274,401	(263,473)	10,928
TOTAL FUNDS	<u>664,534</u>	<u>(579,290)</u>	<u>85,244</u>
RESTRICTED FUNDS			
	31.3.22	31.3.21	
Advice and bond scheme	£	£	
Pathway lettings development fund	77,293	66,540	
Furniture & crisis fund	24,848	39,302	
Travel Warrants	12,092	9,621	
Food Poverty	6,796	7,086	
Mental Health	5,281	-	
	18,655	-	
	<u>144,965</u>	<u>122,549</u>	
DESIGNATED FUNDS			
	31.3.22	31.3.21	
Redundancy	£	£	
Office furniture and equipment	50,500	45,000	
Database redesign	6,000	5,000	
Pathway lettings development fund	9,600	8,000	
Staff related costs	203,511	169,104	
Property maintenance	6,000	5,000	
Training	18,000	15,000	
PODS	6,000	5,000	
	3,032		
	<u>302,643</u>	<u>252,104</u>	

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2022.

17. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Period 1.7.20 to 31.3.21 £	Year Ended 31.3.22 £	
Net income for the reporting period (as per the Statement of Financial Activities)	88,064	88,064	85,244
Adjustments for:			
Depreciation charges	15,222	15,222	11,665
Loss/(profit) on disposal of fixed assets	2,431	2,431	(100)
Interest received	(1,708)	(1,708)	(2,132)
Decrease/(increase) in debtors	19,053	19,053	(30,012)
Increase in creditors	3,819	3,819	156,618
Net cash provided by operations	126,881	126,881	221,283

18.. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	674,468	112,809	787,277
	674,468	112,809	787,277
Total	674,468	112,809	787,277

19. OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

Within one year	31.3.22	31.3.21
Between one and five years	£	£
	5,800	15,747
	5,800	-
	<u>11,600</u>	<u>15,747</u>

Pembrokeshire Care Society

Detailed Statement of Financial Activities
for the Year Ended 31 March 2022

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	6,321	770
Grants	15,564	10,000
Insurance claim	2,006	-
	<u>23,891</u>	<u>10,770</u>
Other trading activities		
Rental income	20,028	22,541
Pathway lettings	46,449	42,608
PODS rental income	3,032	-
	<u>69,509</u>	<u>65,149</u>
Investment income		
Deposit account interest	1,708	2,132
Charitable activities		
Grants	744,482	586,483
Total incoming resources	<u>839,590</u>	<u>664,534</u>
EXPENDITURE		
Charitable activities		
Salaries	475,216	382,200
Social security	28,844	24,727
Pensions	7,961	5,948
Rent and rates	18,867	18,781
Insurance	2,412	2,284
Light and heat	4,274	2,905
Telephone	10,513	8,472
IT, printing & postage	19,364	13,926
Advertising	5,995	950
Sundries	2,488	4,658
Staff travel expenses	13,042	6,213
Subscriptions & course fees	9,624	1,630
Repairs maintenance & cleaning	30,464	4,112
Furniture fund expenditure	3,846	2,664
Carried forward	632,910	479,470

This page does not form part of the statutory financial statements

Pembrokeshire Care Society

Detailed Statement of Financial Activities
for the Year Ended 31 March 2022

	Year Ended 31.3.22 £	Period 1.7.20 to 31.3.21 £
Charitable activities		
Brought forward	632,910	479,470
Travel warrants	7,470	4,859
Consultancy fees	6,425	5,094
Recruitment costs	415	2,663
Staff training	4,307	1,738
Professional fees	6,115	-
Meal provision	11,792	-
Depreciation	14,230	10,557
Loss on sale of tangible fixed assets	2,431	-
	<u>686,095</u>	<u>504,381</u>
Support costs		
Management		
Salaries	45,156	51,528
Social security	3,892	4,637
Pensions	796	1,115
Rent & rates	31	22
Insurance	173	250
Light and heat	240	318
Stationery & telephone	1,654	2,141
Sundries	160	505
Office repairs	131	254
Subscriptions & course fees	141	115
Depreciation	992	1,108
	<u>53,366</u>	<u>61,993</u>
Governance costs		
Wages	5,327	5,724
Social security	454	516
Pensions	91	123
Auditors' remuneration	6,180	6,540
Sundries	13	13
	<u>12,065</u>	<u>12,916</u>
Total resources expended	<u>751,526</u>	<u>579,290</u>
Net income	<u>88,064</u>	<u>85,244</u>

This page does not form part of the statutory financial statements