

Report of the Trustees and
Audited Financial Statements for the Year Ended 31 March 2022
for
Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys

Morgan Griffiths LLP
Chartered Accountants
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**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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for the Year Ended 31 March 2022**

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

TRUSTEES	Mr M Nosworthy (resigned 19.11.21) Mrs W C Beaven Mrs P A Buchan Mr J Burt Mrs M H Evitts Mrs D C Jones Miss S N Lloyd Mr G Mitchell Cllr. W D Powell Mr P R Swanson Ms J F Atkins (resigned 19.11.21)
COMPANY SECRETARY	Mrs A S L Owen
REGISTERED OFFICE	Unit 30 Ddole Road Enterprise Park Llandrindod Wells Powys LD1 6DF
REGISTERED COMPANY NUMBER	3522144 (England and Wales)
REGISTERED CHARITY NUMBER	1069557
AUDITORS	Morgan Griffiths LLP Chartered Accountants Statutory Auditor Cross Chambers 9 High Street Newtown Powys SY16 2NY
BANKERS	HSBC Bank Plc The Cross 1 Broad Street Newtown Powys SY16 2LX
KEY MANAGEMENT TEAM	
Chief Executive Officer	Mr C Cooper
Head of Internal Services	Mrs A Owen
Head of Third Sector Development	Mrs M Muireasgha
Head of Health & Well-being	Mrs C Swales

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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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

PAVO's mission statement is-

PAVO provides essential services to support third sector organisations and to improve people's lives.

This is encapsulated in 'Helping organisations; improving people's lives'.

The stated objects of the organisation were reviewed in 2021 and the updated version was approved by the members at the 2021 AGM. They are-

(1) To deliver and fulfil any charitable purposes that are consistent with the stated values of the organisation for the benefit of the public, principally but not exclusively in the local government area of Powys and its environs (hereinafter called the "area of benefit") and, in particular, build the capacity of third sector organisations and individuals, and provide them with the necessary support, information and services to enable them to pursue or contribute to any such charitable purpose.

(2) To promote, organise and facilitate co-operation and partnership working between third sector, statutory and other relevant bodies in the achievement of the above purposes within the area of benefit and to that end to bring together into membership of the Charity persons and organisations engaged in the furtherance of the said purposes within the County of Powys.

Our strategic and business planning processes ensure that all activities undertaken within the organisation are designed and delivered in furtherance of our mission statement and these charitable objects, having regard to the Charities Commission guidance on public benefit.

Work began in October 2018 to develop a new Strategic Plan for 2019-2022. As part of this process the Strategic Purposes were reviewed and updated:

- PAVO is a CATALYST for voluntary action
- PAVO articulates a legitimate VOICE on behalf of Powys' Communities & Third Sector
- PAVO is a HUB of essential information
- PAVO is effectively governed and managed

Following a period of external and internal engagement, the Board at its meeting on 29th March 2019 adopted the plan. The outcomes within the strategic plan align to local and national shared outcomes.

The PAVO business plan for 2021-2022 details the operational objectives that were set for the year under each strategic purpose, to deliver these planned outcomes.

Quarterly report cards were developed to inform the Board of progress towards the achievement of the strategic and operational objectives and the activities undertaken in the year in furtherance of these operational objectives, and the difference that these made.

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OBJECTIVES AND ACTIVITIES

Grantmaking

PAVO does not provide grants directly from its own funds but acts as sponsor for various grant schemes. Grant making policy is therefore determined by the terms and conditions laid down by the funders of the individual schemes, which are incorporated into the rules for applications to each grant fund.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

- How our activities delivered public benefit

Details of key expenditure relating to each of the strategic purposes, as well as key achievements against the operational objectives set out in the Business Plan for each of these, are highlighted below, illustrating some of the ways in which our work has made a difference. Information on all of our achievements may be found in the quarterly report cards for the year.

As a CATALYST for community action

Planned outcomes & measures:

- Those involved in running third sector organisations have increased confidence in leading their organisations
 - Those involved in running third sector organisations have improved ability to recruit and retain skilled trustees
 - Those involved in running third sector organisations have increased skills and knowledge to lead their organisations
 - Third sector organisations are resilient and have the skills, knowledge and capacity to sustain their organisations
- o 791 organisations supported with direct advice and guidance
 - o 590 activities delivered to support trustees
 - o 390 participants in total on training courses (including Powys Transport Training Agency)
 - o 859 occasions when support was provided to increase resilience & sustainability
 - o 94% of respondents to PAVO Stakeholder survey reported an increase in skills to run their organisation effectively as a result of PAVO support

Key Achievements

PAVO training courses remain delivered via digital provision with the exception of MIDAS Minibus Driver training which must take place face to face. A comprehensive training programme included a range of courses to support groups including trustee training, charity finances, fundraising, safeguarding, running your organisation and a continued focus on risk assessments and constantly changing legislation related to covid. This year several bespoke courses were delivered covering health and social care and hate crime.

The Time for Us / Amser I Ni Project promoting and supporting time-banking experienced some set-backs due to the pandemic, but despite this a number of successful projects were established and operating by the year end.

Enquiries to the Third Sector Development Department reduced in volume during the year, but reverted back to the more complex issues that presented pre-covid. The team provided a range of types of governance support throughout the year, including general governance, organisation / service start-up, digital issues, funding, policy, employment and risk awareness. Trustees Week was marked with a number of training courses and an online event.

Following the successful pilot project last year, funding has been sourced to continue to provide the Community Buildings project. The Development Officer continued to facilitate the Community Buildings Forum and provide training courses and bespoke support. This year continued to be challenging for community premises with a number of concerns raised about risk assessments and compliance with covid legislation. In addition, PAVO was successful in tendering to produce resources for Village Halls at a national level.

Planned outcomes & measures:

- Individuals have improved well-being as a result of taking part in high quality volunteering

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- Organisations involving volunteers are able to learn and continuously improve the volunteering experience
- Individuals are able to contribute their knowledge, skills and experience through volunteering and are integral to a thriving and sustainable third sector
- Volunteering grant funds deliver excellent projects as a result of high quality applications from a diverse range of third sector organisations
- Volunteers are engaged in delivering quality services which achieve what matters to communities and individuals

- o 196 volunteers were actively engaged in Powys Befriending Service at the end of the year.
- o 310 interactions recorded in relation to volunteering and 96% of respondents to the Stakeholder Survey indicated that PAVO support had resulted in continuous improvement of their volunteer experience.
- o 334 volunteers signed up to a placement.

Key Achievements

PAVO co-ordinated the recruitment and placement of hundreds of volunteers across Powys to ensure the smooth operation of the three Mass Vaccination Sites, the Newtown Mass Vaccination Centre. Volunteers received the "Community Group of the Year" Award from Montgomery Volunteer Awards, and the Powys wide scheme won an award from the High Sheriff. Powys Volunteer of the Year Awards attracted a number of high quality nominations and the ceremony took place online, with a number of successful nominees receiving awards in person from PAVO trustees following the event.

Planned outcomes & measures:

- Third sector organisations make efficient and effective use of available resources
 - Third sector organisations effectively secure and generate the resources they need to survive and grow
- o £127,083 generated by organisations following PAVO support.
 - o £615,662 awarded to local organisations through PAVO managed grant schemes.
 - o 353 interactions related to sustainable funding.
 - o £260,000 secured for Powys communities via the Community Renewal Fund.

Key Achievements

PAVO's grant management service continues to grow with a number of new funded streams this year, whilst work continued to distribute covid-related grants. The organisation continued to work with both Cambrian and Heart of Wales Railways to deliver cross-border grant schemes into other areas and Wales and England. PAVO received late notification of a successful application to the Communities Renewal Fund, this grant included a significant amount for projects to deliver in the latter part of this financial year and into the next year.

Planned outcomes & measures:

- Third sector organisations develop and provide services that effectively address identified needs
 - More individuals and communities access activities, services and facilities provided by third sector organisations
- o 215 occasions where support was provided to establish a new organisation or service.
 - o 3,981 enquiries from individuals to access third sector services.
 - o 3,617 referrals to the Community Connector Service.
 - o 423 clients supported by Powys Befriending Service.
 - o 69 initiatives supported by the Social Value Development project.
 - o £350,273 distributed to the third sector via Social Value Development grants panel (not all was Social Value Development Fund).
 - o 11 Organisations developed action plans to deliver the Active Offer (Welsh Language) to support more individuals to access services in their language of choice.

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Key Achievements

The Community Connector Service continued to receive a high number of referrals and corresponding cases in the early part of the year associated with covid. In the latter part of the year referrals slowed somewhat, and represented a return to the more complex referrals which required in-depth support typical of pre-covid times. Powys Befriending Service moved all activities to telephone and digital during the pandemic, towards the end of the year as restrictions eased a number of face to face group and one to one activities were able to restart. The Social Value Development project supported the management of a number of covid related grant schemes and also the Winter Pressures Fund. This, coupled with the development support enabled voluntary organisations to set up and deliver a range of new services and activities across Powys, widening access to services. The Active Offer project had a number of staff changes during the year, and there were challenges associated with organisations not being able to prioritise internal development initiatives due to the pandemic. Despite this the outputs and outcomes were similar to the previous year.

As a VOICE for people, voluntary organisations and community groups

In furtherance of the strategic purpose to provide a VOICE for voluntary organisations and where appropriate represent and facilitate their views, in addition to staff and other related costs incurred, PAVO partnership working continued to increase voluntary sector involvement in strategic planning and policy development, facilitating this involvement through thematic networks and community fora.

Planned outcomes & measures:

- o Third sector organisations meaningfully engage with public bodies in policy development and service co-production
- o Public bodies recognize and value the current and potential contribution of third sector organisations
- o 372 occasions during the year where support was provided to understand or shape co-production of services
- o 100% of public sector respondents indicated that PAVO was effective in enabling the voices of service users and groups to influence policy development and service commissioning.
- o 87% of public sector respondents indicated that they thought PAVO was a vital route to engagement & participation.

Key Achievements

Following the trend from the previous year, many partnerships and network meetings continued to take place online. Various PAVO officers were invited to support a number of multi-agency initiatives to ease pressure on health and care services bringing the voluntary sector perspective and resources to solve various issues, particularly during winter pressures.

Planned outcomes & measures:

- o Third sector organisations play an active role in engaging and working with people and communities, including seldom heard groups
- o The voices of individuals and groups inform and influence policy development, service planning and delivery
- o 96 Service user engagement activities undertaken.
- o 100% of third sector organisations responded that PAVO had to some extent improved skills and capacity of organisations to effectively influence policy and shape services.
- o 187 occasions where the voice of citizens, users, carers or organisations was used to inform policy, planning or development of services.

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Key Achievements

A number of networks remained operational online throughout the year. Some opportunities to engage and participate have moved to face to face activities. The Patient's Council has held sessions face to face. The Powys Agri Well-being Network worked with relevant partners to increase awareness within the farming community of the mental health support available. The resulting project saw mugs printed with useful contact information being placed in the cafes of all livestock marts across the county. Through close working with the Mid Powys GP Cluster a new post was created to support the GP practices to engage with communities and the third sector locally to improve outcomes for patients. PAVO provided support for users and carers to engage in a variety of service areas, including older people, children and young people, mental health and substance misuse. A short-term project was undertaken to engage with organisations to support the development of the North Powys Hub.

Planned outcomes & measures:

- PAVO is a valued member of strategic partnerships and makes effective use of the data, intelligence and evidence it gathers to influence others so that decisions are made which respect and value what matters to people and communities
- The feedback from individuals supported by third sector services is used effectively in service planning and delivery to ensure that more people are able to do what matters to them.
- o 297 Partnership meetings attended by PAVO or the third sector.
- o 94% of organisations responding to the stakeholder survey said that PAVO was effective in enabling the voice of the sector to influence decision-making.
- o 96 occasions when citizen, service user or carer participation activities undertaken.
- o 130 issues identified through community, service user or carer participation.

Key Achievements

PAVO is represented on the Powys Regional Partnership Board by The Chief Executive Officer, who works to ensure input from the Third Sector. Citizen, Service User and Carer representatives are recruited and supported by PAVO to attend the partnership meetings and engage in the wider work of the Board.

As a HUB of essential information and resources

In furtherance of the strategic purpose to provide an information HUB and communicate effectively with voluntary organisations. PAVO provides information and resources on a comprehensive website, and also circulates regular news bulletins. Social media has also been used to good effect to engage with stakeholders and share information.

Planned outcomes & measures:

- Those involved in third sector organisations are better able to access information, advice and support on governance
- Organisations involving volunteers have access to high quality information, advice and support to recruit and manage volunteers
- Individuals have access to high quality information, advice and support to participate in volunteering
- o 822 organisations were members of PAVO at the end of the year.
- o 654 interactions were associated with good governance.
- o 313 occasions when advice and guidance provided to organisations on recruitment and management of volunteers.
- o 503 volunteer opportunities advertised

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Key Achievements

Following the increased need for volunteers within NHS settings (including volunteer deployment within Mass Vaccination Centres) a dedicated post has been created during the year. Powys Volunteer Centre continued to work with delivery partners, and this year welcomed Ponthafren as a new delivery partner and appointed an officer to work directly within Builth Wells, Llanidloes and Llandrindod Wells to support the challenges with volunteer recruitment to non-covid related, longer-term roles which have arisen following the pandemic. Delivery of Welsh Government funded volunteer research project, and involvement in the development of the new Health and Care Academy for Powys ensuring carer and volunteer access.

Planned outcomes & measures:

- Individuals (including professionals supporting individuals) have access to high quality information, advice and support to access third sector activities, services and facilities to achieve what matters to them
- Third sector organisations receive the high quality and effective information, advice and support they require

- o 157,783 page views on PAVO website.
- o 381 new followers on Face Book
- o 1,460 Twitter posts
- o 91% of organisations rated PAVO at 3 or 4 out of 4 for information "Always being useful and necessary".
- o 97% of organisations said they were satisfied with the information PAVO shares.

Key Achievements

Digital working and access to remote services continued to be the norm during the year. During the year a tender was issued for services to rebuild the PAVO Mental Health website, work began before year end and the new website became operational during the new financial year. Continued use has been made of a variety of social media platforms, both to inform and engage stakeholders. PAVO Annual Conference and AGM was again delivered online via a week long programme of thematic workshops.

Planned outcomes & measures:

- Effective cross-sector partnerships between all stakeholders
- Third sector organisations are able to network, learn, support each other and share best practice
- Effective evidence-based solutions in the sector are recognized and championed
- More individuals achieve what matters to them as a result of joint working by third and public sector organisations

- o 1,963 Participants at PAVO facilitated networks and forums.
- o 132 Third sector networking opportunities organised.
- o 673 Occasions where joint working was facilitated in order to improve services.

Key Achievements

The 13 Locality Networks set up to support co-ordination during the pandemic have continued to operate, and during the latter part of the year a number operated face to face. As community events have started up again a number of PAVO staff have attended with information stands. Community Connector attendance at local Virtual Ward and Multi-Disciplinary Team meetings have supported a considerable number of clients to access third sector services.

PAVO is effectively governed and managed

Planned outcomes & measures:

- People, communities and third sector organisations across the whole of Powys have increased awareness of PAVO and services provided

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o Established a communications work stream to review current approach to branding, marketing and communications, work began in 2021-22 and will continue in 2022-23. Put in place covid-safe working practices as soon as possible to enable PAVO staff to attend community events and networks to promote our activities to organisations and people across Powys.

- Powys' communities and third sector organisations have improved access to PAVO services and activities

o Development and management of effective IT and telecom solutions to enable and maintain remote working and virtual delivery of services.

- PAVO is digital by default through Integrated and effective use of technology

o Supported the implementation of new systems and processes for routine HR, Finance and governance processes.

o Access to new and updated applications to support virtual delivery.

- PAVO is an environmentally aware and sustainable organisation

o Environmental Sustainability plan developed and agreed.

o Building renovations to reduce carbon footprint of Unit 30 Ddole Road.

o Remote working and hybrid working reduces travel.

- Income generation is considered everybody's business across PAVO & opportunities to generate income through social enterprise are explored & made use of where appropriate

o Funding opportunities standing item on Senior Management Team agenda, with all staff contributing to identification of potential income generation.

o Delivery of payroll and book-keeping services.

o Variety of new projects identified and funding sourced during the year.

- To deliver all necessary support to ensure that PAVO meets:

The strategic objective of being well-placed to deliver its strategic and business plans

All necessary legal, regulatory and quality assurance requirements

o Carried out all necessary tasks to ensure the good governance and effective running of the organisation, identifying and managing risks to fulfilling our strategic purpose and to our sustainability

o Developed and delivered PAVO Business Continuity Plan, and ensured Covid-secure working procedures, facilitated flexible and adaptable service delivery, ensured staff well-being supported throughout and processed considerable increase in financial transactions and human resources (the latter due to recruitment associated with covid and winter pressures as well as new projects).

o Developed, implemented and monitored the annual PAVO budget to deliver the 2020 -21 operational business plan

o Undertook the annual stakeholder satisfaction and engagement survey, and implemented any actions arising.

o Continued to carry out internal audit programme and reviewed policies and procedures in the following areas: GDPR, IT and Computer Use, Volunteering Policy and Procedures, Welsh Language, Trustee Skills Audit and Annual Staff Satisfaction Survey.

o Trusted Charity Level 2 external verification status.

o PAVO received unqualified audit report with no areas of concern.

FINANCIAL REVIEW

Principal funding sources

Overall income generated from trading activities in accordance with its objectives during the year totalled £48,734 (£55,572 - 2021). This included £27,772 (£24,461 - 2021) from all training activities and £17,430 (£15,240 - 2021) from the bookkeeping service. The principal sources of funding, however, continue to be grants, contracts and service level agreements, mainly with national and local government and other statutory agencies and with charitable trusts.

Total funds distributed during the year totalled £485,662 (£621,681- 2021). £171,570 was distributed through the Social Value Forum. A total of £314,092 was distributed through an additional twelve individual grant schemes.

The grant funds for which PAVO acted as sponsor during the year were principally funded by Powys Teaching Health Board, Powys County Council.

FINANCIAL REVIEW

Investment policy and objectives

Under the Memorandum and Articles of Association, the charity has the power to make any investment that the trustees judge to be appropriate in the interests of the organisation. Level of current investments that are accessible within a given period are adequate for PAVO's planned activities.

Reserves policy

At 31st March 2022 PAVO held total funds of £1,453,453 (£1,264,306 - 2021). Of these funds £506,346 (£379,719 - 2021) are restricted and not therefore available for general purposes. Of the remaining £947,107 unrestricted funds, no funds have been designated or otherwise committed. £247,891 (£252,549 - 2021) of the unrestricted funds can only be realised by disposing of tangible fixed assets, giving free reserves of £699,216 (£632,038 - 2021).

The accounts at the 31 March 2022 show Net income over expenditure of £189,147, of which £126,629 are restricted funds and £62,518 unrestricted.

Established good practice is that charities should hold reserves equivalent to six months of operating costs. PAVO trustees have agreed that the level of reserves held by PAVO should permit the organisation to deliver its services for a period of six months, including long term lease commitments. Based on 2022/23 budgets this amounts to £706,054 (£687,683 - 2021).

The trustees are satisfied that the increased contributions that it is having to make to the PCC pension scheme can continue to be made from projected future income without impact on its planned levels of charitable expenditure. Following the completion of a risk sharing agreement with PCC, PAVO is no longer liable for past service liabilities, the risk of which has passed to PCC.

Pensions

The charity operates a stakeholder pension scheme for all staff other than three long term employees who are members of the PCC scheme, which has been closed for new members since 2005. Following PAVO's auto enrolment staging date in October 2015, all new and current eligible staff have been auto enrolled into this scheme. Staff have the option to opt out of the auto-enrol scheme if they wish and a number have chosen to do so. One member of staff has opted out of the scheme in favour of their own personal pension plan.

The charity participates in the Powys County Council Pension Fund. Up until 31st March 2016 FRS 17 was fully implemented in the financial statements. PAVO has since signed a risk sharing arrangement with Powys County Council. Under this agreement the requirement to make contributions towards any deficit is limited to the possibility of payments in respect of excessive salary increases. It is therefore more appropriate that the pension costs are accounted for on a defined contribution basis, as the risk sharing arrangement means that the definition is more closely related to that definition.

FUTURE PLANS

During the latter half of the year work commenced on the development of a new strategic plan. The Board determined to change the strategic planning period from three years to five years to enable the organisation to both focus on longer term outcomes and to harmonise with key partner agency planning cycles. The long lead in time enabled the Board to focus on the different environment within which PAVO will be operating in post pandemic and not being in the European Union. The process reaffirmed PAVO's strategic purposes: PAVO is a CATALYST for voluntary action, PAVO articulates a legitimate VOICE on behalf of Powys's Communities and Third Sector and PAVO is a HUB of essential information as well as PAVO is effectively governed and managed. The organisational values were revisited, refreshed and updated. The plan identifies the outcomes we hope to achieve for third sector organisations, communities and individuals. Our identified outcomes contribute to each of our strategic purposes and (working as part of Third Sector Support Wales TSSW) the key pillars of Good Governance, Effective Influence & Strategic Engagement, Volunteering and Resourcing a Sustainable Sector. TSSW have also introduced three Strategic Goals which are also reflected within the PAVO Strategic Outcomes.

Each year PAVO creates a business plan that outlines the activities planned for the year in order to deliver the strategic purposes. A robust analysis of the operating environment has been carried out, and the actions contained within the Business Plan for 2022-23 is set within the context of the identified opportunities and challenges facing both the organisation and the wider third sector.

The Business Plan sets out the positive outcomes for organisations and individuals which we plan to contribute towards achieving. We plan to deliver a range of activities, projects and services, most of which will contribute to more than one of our strategic purposes.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The organisation is a registered charity that was constituted as a company limited by guarantee in 1998 and is therefore governed by a Memorandum and Articles of Association. The Memorandum and Articles were reviewed and updated by the Board of Trustees in 2014 and the revised version was adopted by the organisation's AGM in November 2014. Under the Articles, Rules for the proper conduct and management of the organisation were also drawn up by the Governance Committee and adopted on 30 March 2006. These Rules were reviewed and updated in 2010 and again in 2015. In line with good practice the Board reviewed the governing document and rules in 2021 and the latest version was adopted at the AGM in November 2021.

Membership is open to individuals who are currently acting or have acted in the past as trustees of the organisation, third sector organisations as defined in Article 4(3) (a) and town and community councils in Powys. In accordance with Article 30(2) prospective members must apply to the Charity in the form required by the Trustees and be approved by the Trustees. At 31 March 2020, the organisation had 822 members. In the event of the company being wound up members are required under Article 3 of the Memorandum and Articles of Association to contribute an amount not exceeding £10.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of charity law and trustees add value to the board in many different ways. A trustee may act in various capacities and these are all taken into consideration when identifying the skills and attributes required of a new trustee.

The procedure for recruitment and appointment of trustees, which was updated and took effect from November 2010, ensures that an audit of competencies, experience and interest of the current board and of those members who are due to retire or stand down is undertaken before the recruitment process begins.

While nominations from member organisations remain the foundation of the process, the competencies audit is a proactive approach to recruitment among the membership that assists in identifying individuals who might bring the requisite qualities, competency and experience to the PAVO board, while also reflecting the diverse interests of the membership and the ethos of PAVO.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

A new governance structure, reflecting the growth of the organisation and the complexity of its operations, was introduced in 2002 and was updated during a review of the Memorandum and Articles of Association in 2005. At the AGM in December 2009, the members approved a further change with effect from November 2010, with a maximum of 9 trustees to be elected, together with up to 3 co-opted and up to 3 ex-officio trustees. Where appropriate, advisory groups that focus on specific projects continue to assist PAVO staff to achieve the outcomes of their projects.

The Chief Executive Officer has delegated powers to exercise all of PAVO's functions not expressly reserved or otherwise delegated by the board. A schedule of these delegated powers is attached to the Rules of the organisation and any delegation of these powers may be exercised by any officer authorised by the Chief Executive Officer either generally or specifically. However, the Chief Executive Officer retains accountability for any delegated function carried out by another PAVO officer.

A Senior Management Team, comprising the Heads of Internal Services, Third Sector Development and Health and Well-being along with Senior Officers Internal Services and Third Sector Development, meets monthly. This second tier of management assists the Chief Executive Officer in the exercising of the delegated powers and operational management of the organisation.

Induction and training of new trustees

The recruitment and appointment process is structured to ensure that newly appointed trustees have a sound knowledge of the working and structure of the organisation. This is underpinned by the provision of a comprehensive trustee induction pack that includes full details of:-

1. The aims, objectives and governance of PAVO.
2. The role, responsibilities and job descriptions of trustees/board of directors and senior officers and the terms of reference for the various advisory groups.
3. The staff structure and staff contact details.
4. All organisational policies and procedures that are currently in place.
5. Information on the recent activities of the organisation.

All new trustees receive induction training during the month following their appointment and this is followed up by a further programme of training that is delivered regularly to the whole Board. All trustees are encouraged to attend appropriate external or internal training events to enable them to carry out their role.

Key management remuneration

The directors consider that the board of trustees, who are the directors of the organisation for the purposes of company law, and the Senior Management Team, comprising of the Chief Officer and Heads of Department, constitute the key governance and management personnel of the charity responsible for directing, implementing and monitoring the purpose and business of the charity. Trustees are not remunerated but are entitled to claim reimbursement of reasonable expenses of office. Details of trustees' expenses and related party transactions are disclosed in notes 11 and 22 to the accounts.

The remuneration of the CEO is reviewed by a senior remuneration committee, a sub-group of the board of trustees. The committee makes recommendations to the board regarding CEO remuneration. The trustees benchmark CEO pay against comparable roles and organisations. The salaries of other staff members, including senior managers, are referenced by the National Joint Council for Local Government Services NJC. All pay levels are reviewed annually and normally change in line with any agreement reached through the NJC should the trustees consider that this is appropriate in light of the budget forecasts for the coming period.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

It is inevitable, given the stated objects of the organisation (see below), that much of the work of the organisation involves working closely with national and local government and other statutory agencies, including the Welsh Government, Powys County Council and the Powys teaching Health Board, with other voluntary organisations, both in Powys and throughout Wales, including the Wales Council for Voluntary Action and other County Voluntary Council partners in the Third Sector Support Wales (TSSW) partnership and with the voluntary and community groups, numbering more than four thousand, that operate in Powys. Systems are in place for trustee declarations of related parties and required transaction disclosures, in 2020 the process was extended to staff and is renewed annually.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

A comprehensive risk register was established in 2006, detailing the risks, current controls in place to mitigate the risks, any further action required, monitoring processes, responsibility for monitoring and assessment and review dates for each of the following areas of potential risk:-

Finance
Governance and management
Operations
Environment and external factors
Compliance

The assessments have established that there are no major areas with a high level of uncontrolled risk. They have also enabled the Board of Trustees to develop a risk management action plan to ensure that, wherever possible, further controls are introduced in areas that are currently assessed as presenting a medium or medium to low risk. The trustees consider financial sustainability to be a major area of potential risk in the current economic climate but are satisfied that the stringent financial and operational controls that are in place continue to provide appropriate mitigation. The full risk register was reviewed in the Spring of 2022 and the review established that no significant changes are required, however a number of small changes were made to reflect the updated context within which the organisation is operating in.

This overarching assessment of organisational risk is supplemented not only by annual reviews of the assessments of risks to the health, safety and welfare of staff but also by a systematic process for the identification of risk in respect of new projects and initiatives and the relevant control measures or mitigations. As in the previous year, in 2021-22 considerable attention was paid to risks associated with Covid-19 and risk assessments and procedures were subject to continuous review throughout the year.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Powys Association of Voluntary Organisations Cymdeithas Mudiadau Gwirfoddol Powys 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) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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, Morgan Griffiths LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 30 September 2022 and signed on its behalf by:

Mr J Burt - Trustee

**Report of the Independent Auditors to the Members of
Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

Opinion

We have audited the financial statements of Powys Association of Voluntary Organisations Cymdeithas Mudiadau Gwirfoddol Powys (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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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.

**Report of the Independent Auditors to the Members of
Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge and experience of the charity sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including relevant legislation such as the Companies Act 2006, taxation legislation, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting relevant correspondence.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- reviewed nominal ledgers and tested journal entries reports to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- reviewing correspondence with HMRC.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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 Members of
Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Thomas Landers BA FCA (Senior Statutory Auditor)
for and on behalf of Morgan Griffiths LLP
Chartered Accountants
Statutory Auditor
Cross Chambers
9 High Street
Newtown
Powys
SY16 2NY

17 November 2022

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

**Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	-	-	377
Charitable activities					
Grants and Donations		684,394	1,787,796	2,472,190	2,444,832
Investment income	3	874	-	874	1,196
Other income	5	48,734	-	48,734	55,572
Total		734,002	1,787,796	2,521,798	2,501,977
EXPENDITURE ON					
Charitable activities	6				
Grants		125,561	360,101	485,662	621,681
Expenditure for operational objectives		545,923	1,301,066	1,846,989	1,740,172
Total		671,484	1,661,167	2,332,651	2,361,853
NET INCOME		62,518	126,629	189,147	140,124
RECONCILIATION OF FUNDS					
Total funds brought forward		884,587	379,719	1,264,306	1,124,182
TOTAL FUNDS CARRIED FORWARD		947,105	506,348	1,453,453	1,264,306

The notes form part of these financial statements

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

**Balance Sheet
31 March 2022**

	Notes	31.3.22 £	31.3.21 £
FIXED ASSETS			
Tangible assets	14	247,881	252,539
Investments	15	10	10
		247,891	252,549
CURRENT ASSETS			
Debtors	16	645,216	437,831
Cash at bank and in hand		907,053	941,321
		1,552,269	1,379,152
CREDITORS			
Amounts falling due within one year	17	(346,707)	(367,395)
NET CURRENT ASSETS		1,205,562	1,011,757
TOTAL ASSETS LESS CURRENT LIABILITIES		1,453,453	1,264,306
NET ASSETS		1,453,453	1,264,306
FUNDS	20		
Unrestricted funds		947,107	884,587
Restricted funds		506,346	379,719
TOTAL FUNDS		1,453,453	1,264,306

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 30 September 2022 and were signed on its behalf by:

Mr J Burt - Trustee

The notes form part of these financial statements

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

**Cash Flow Statement
for the Year Ended 31 March 2022**

	Notes	31.3.22 £	31.3.21 £
Cash flows from operating activities			
Cash generated from operations	1	(35,142)	454,529
Net cash (used in)/provided by operating activities		(35,142)	454,529
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(98,633)
Sale of tangible fixed assets		-	8,500
Interest received		874	1,196
Net cash provided by/(used in) investing activities		874	(88,937)
Change in cash and cash equivalents in the reporting period		(34,268)	365,592
Cash and cash equivalents at the beginning of the reporting period		941,321	575,729
Cash and cash equivalents at the end of the reporting period		907,053	941,321

The notes form part of these financial statements

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

**Notes to the Cash Flow Statement
for the Year Ended 31 March 2022**

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

	31.3.22	31.3.21
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	189,147	140,124
Adjustments for:		
Depreciation charges	4,658	23,952
Profit on disposal of fixed assets	-	(8,500)
Interest received	(874)	(1,196)
(Increase)/decrease in debtors	(207,385)	41,500
(Decrease)/increase in creditors	(20,688)	258,649
Net cash (used in)/provided by operations	<u>(35,142)</u>	<u>454,529</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21	Cash flow	At 31.3.22
	£	£	£
Net cash			
Cash at bank and in hand	941,321	(34,268)	907,053
	941,321	(34,268)	907,053
Total	<u>941,321</u>	<u>(34,268)</u>	<u>907,053</u>

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2022**

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, with the exception of investments which are included at market value.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 4% on cost
Plant and machinery	- 20% on reducing balance

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

2. DONATIONS AND LEGACIES

	31.3.22	31.3.21
	£	£
Donations	-	377
	<u> </u>	<u> </u>

3. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	874	1,196
	<u> </u>	<u> </u>

4. INCOME FROM CHARITABLE ACTIVITIES

	31.3.22	31.3.21
	£	£
Grants	2,472,190	2,444,832
	<u> </u>	<u> </u>

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

	31.3.22	31.3.21
	£	£
Wales Council for Voluntary Action	456,648	726,822
Welsh Assembly Government	-	93,500
PCC Funding to deliver specific projects / services	223,366	50,166
PtHB Funding to deliver specific projects / services	567,490	459,247
PCC - Arwain Grants	69,081	15,554
Other	5,000	19,227
Garreg Lwyd Windfarm	94,813	87,469
PtHB Intermediate Care Fund	1,002,844	992,847
Moondance	27,425	-
Big Lottery	25,523	-
	<u>2,472,190</u>	<u>2,444,832</u>

5. OTHER INCOME

	31.3.22	31.3.21
	£	£
Gain on sale of tangible fixed assets	-	8,500
Expenses recovered	2,315	2,239
Sundry income	137	2,178
Training	27,772	24,461
Book keeping and payroll	17,430	15,240
Secondment	-	2,954
Desk space hire	1,080	-
	<u>48,734</u>	<u>55,572</u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7) £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
Grants	-	485,662	-	485,662
Expenditure for operational objectives	1,828,730	-	18,259	1,846,989
	1,828,730	485,662	18,259	2,332,651

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.22 £	31.3.21 £
Staff costs	1,502,706	1,297,785
Rent and rates	15,541	16,487
Building and equipment maintenance	16,187	97,381
Heat, light and cleaning	7,933	11,653
Postage and telephone	23,708	28,956
Stationery and printing	3,810	11,543
Advertising	357	2,371
Sundries	1,484	90
Travel and subsistence	4,784	1,698
Staff training and courses	13,611	14,377
Publications and journals	161	2,270
Subscriptions	4,774	4,202
Meetings and conferences	1,136	136
Computer running costs	33,355	19,467
Vehicle Maintenance	2,246	2,370
Contracts/freelance	121,096	121,795
Recruitment	1,638	348
Volunteer's Expenses	54,292	33,978
Translations	1,319	725
Professional fees	-	3,511
Website costs	-	6,246
Infoengine	12,168	19,442
Staff Welfare	897	-
CRB checks	869	2,052
Depreciation	4,658	23,952
	1,828,730	1,722,835

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

8. GRANTS PAYABLE

	31.3.22	31.3.21
	£	£
Grants	485,662	621,681
<hr/>		
The total grants paid to institutions during the year was as follows:		
	31.3.22	31.3.21
	£	£
Volunteer Centre	63,864	53,799
Social Value Development Grants	171,570	155,026
Community Connectors Discretionary Grants	-	47,905
TSSW/Comic Relief	-	26,591
Welsh Government Surge Fund	-	42,318
COVID-19 Grants	-	60,261
Community Transport Grants	21,760	20,480
Small Health Grants	8,962	18,158
Mental Health Grants	-	76,170
Amser I Ni - seedcorn funding	2,000	5,000
Garreg Lwyd Windfarm Grants	74,615	91,487
Gwirvol/Youth Led Grants	5,643	5,760
Cambrian Line Grants	-	10,046
Heart Of Wales Line Grants	-	8,680
Arwain	35,967	-
Various	81,281	-
ICF	20,000	-
	<hr/> 485,662 <hr/>	<hr/> 621,681 <hr/>

See note 22 for a full breakdown of grants distributed during the year ended 31st March 2022.

9. SUPPORT COSTS

	Finance	Governance	Totals
	£	costs £	£
Expenditure for operational objectives	211	18,048	18,259
	<hr/>	<hr/>	<hr/>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.22	31.3.21
	£	£
Auditors' remuneration	5,700	3,900
Depreciation - owned assets	4,658	23,952
Surplus on disposal of fixed assets	-	(8,500)
	<hr/>	<hr/>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

11. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

Reimbursements made to Trustees in respect of travel expenses incurred by one (2021: none) Trustee in the performance of their duties amount to £45 (2021: £nil).

12. STAFF COSTS

	31.3.22	31.3.21
	£	£
Wages and salaries	1,294,259	1,121,606
Social security costs	117,159	96,587
Other pension costs	91,288	79,592
	<u>1,502,706</u>	<u>1,297,785</u>

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

	31.3.22	31.3.21
Project	50	42
Support	7	6
	<u>57</u>	<u>48</u>

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

The total emoluments for key management personnel, as defined in the Report of the Trustees (page 1), were £188,700 (2021: £161,017).

As at 31st March 2022 there were 54 (2021: 47) employees accruing benefits under money purchase pension schemes and 3 (2021: 3) employees accruing benefits under the Powys County Council defined benefit pension scheme.

The charity participates in the Powys County Council Pension Fund which has both defined benefit and defined contribution sections. The requirement to make contributions towards any deficit is limited to the possibility of payments in respect of excessive salary increases. Therefore the pension costs are accounted for on a defined contribution basis.

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	377	-	377
Charitable activities			
Grants and Donations	758,876	1,685,956	2,444,832
Investment income	1,196	-	1,196
Other income	55,572	-	55,572
Total	816,021	1,685,956	2,501,977
EXPENDITURE ON			
Charitable activities			
Grants	61,346	560,335	621,681
Expenditure for operational objectives	639,556	1,100,616	1,740,172
Total	700,902	1,660,951	2,361,853
NET INCOME	115,119	25,005	140,124
RECONCILIATION OF FUNDS			
Total funds brought forward	769,468	354,714	1,124,182
TOTAL FUNDS CARRIED FORWARD	884,587	379,719	1,264,306

14. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Totals £
COST			
At 1 April 2021 and 31 March 2022	457,630	164,746	622,376
DEPRECIATION			
At 1 April 2021	214,515	155,322	369,837
Charge for year	-	4,658	4,658
At 31 March 2022	214,515	159,980	374,495
NET BOOK VALUE			
At 31 March 2022	243,115	4,766	247,881
At 31 March 2021	243,115	9,424	252,539

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

15. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 April 2021 and 31 March 2022	10
NET BOOK VALUE	
At 31 March 2022	10
At 31 March 2021	10

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

PAVO owns the whole of the issued share capital amounting to £10 (1 ordinary share of £10) of Powys Enterprises Ltd which was incorporated on 20th July 2011. From his date through to 31st March 2022 this subsidiary company remained dormant.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade debtors	575,456	420,753
Other debtors	69,760	17,078
	645,216	437,831

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Trade creditors	100,095	231,905
Other Creditors	246,612	135,490
	346,707	367,395

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

18. LEASING AGREEMENTS

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

	31.3.22	31.3.21
	£	£
Within one year	29,564	29,564
Between one and five years	-	18,308
	<u>29,564</u>	<u>47,872</u>

to update

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
Fixed assets	247,881	-	247,881	252,539
Investments	10	-	10	10
Current assets	1,045,923	506,346	1,552,269	1,379,152
Current liabilities	(346,707)	-	(346,707)	(367,395)
	<u>947,107</u>	<u>506,346</u>	<u>1,453,453</u>	<u>1,264,306</u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	884,587	62,520	947,107
Restricted funds			
Health and Social Care	117,835	3,386	121,221
Old Persons Strategy	14,472	-	14,472
Mental Health	104,821	10,525	115,346
Community Transport	42,899	-	42,899
Continuing Health Care	41,402	-	41,402
Increasing Play Opportunities / Startwell	27,393	7,022	34,415
CVC Cymru	6,858	-	6,858
Garreg Lwyd Wind Farm	11,753	6,016	17,769
Powys Befrienders	2,192	-	2,192
DHTT	6,641	-	6,641
Food Alliance	3,453	-	3,453
Community Buildings Officer	-	2,423	2,423
CRF Localities Initiative	-	24,738	24,738
CRF Skills & Learning	-	25,583	25,583
Digital Co-ordinator	-	12,907	12,907
H & WB D2RA inc Florence	-	5,138	5,138
H & WB Health Promotion Facilitator	-	7,008	7,008
H & WB Older People's Forum	-	7,289	7,289
Volunteering Project	-	14,592	14,592
	379,719	126,627	506,346
TOTAL FUNDS	1,264,306	189,147	1,453,453

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	734,002	(671,482)	62,520
Restricted funds			
Health and Social Care	136,070	(132,684)	3,386
Social Value Forum	224,371	(224,371)	-
Small Health Grant	8,962	(8,962)	-
Community Connectors	508,032	(508,032)	-
Arwain - RDP	50,293	(50,293)	-
Mental Health	78,890	(68,365)	10,525
Community Transport	21,760	(21,760)	-
Increasing Play Opportunities / Startwell	14,272	(7,250)	7,022
Garreg Lwyd Wind Farm	80,631	(74,615)	6,016
Powys Befrienders	152,470	(152,470)	-
Welsh Language Development	37,569	(37,569)	-
Amser I Ni	47,002	(47,002)	-
Community Buildings Officer	27,426	(25,003)	2,423
Community Development	42,727	(42,727)	-
Community Development N Powys	19,560	(19,560)	-
CRF Localities Initiative	79,918	(55,180)	24,738
CRF Skills & Learning	36,728	(11,145)	25,583
Digital Co-ordinator	39,351	(26,444)	12,907
Digital Volunteering	7,590	(7,590)	-
H & WB D2RA inc Florence	34,011	(28,873)	5,138
H & WB Health Promotion Facilitator	27,424	(20,416)	7,008
H & WB Homelessness Project	25,524	(25,524)	-
H & WB Homelessness	26,051	(26,051)	-
H & WB Older People's Forum	24,969	(17,680)	7,289
H & WB Substance Misuse	12,500	(12,500)	-
Volunteering Project	23,695	(9,103)	14,592
	<u>1,787,796</u>	<u>(1,661,169)</u>	<u>126,627</u>
TOTAL FUNDS	<u><u>2,521,798</u></u>	<u><u>(2,332,651)</u></u>	<u><u>189,147</u></u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	769,468	115,119	884,587
Restricted funds			
Health and Social Care	91,960	25,875	117,835
Old Persons Strategy	14,472	-	14,472
Mental Health	74,428	30,393	104,821
Community Transport	42,899	-	42,899
Continuing Health Care	41,402	-	41,402
Increasing Play Opportunities / Startwell	27,393	-	27,393
CVC Cymru	6,858	-	6,858
Garreg Lwyd Wind Farm	20,132	(8,379)	11,753
Powys Befrienders	2,192	-	2,192
3rd Sector Skills	22,884	(22,884)	-
DHTT	6,641	-	6,641
Food Alliance	3,453	-	3,453
	<u>354,714</u>	<u>25,005</u>	<u>379,719</u>
TOTAL FUNDS	<u><u>1,124,182</u></u>	<u><u>140,124</u></u>	<u><u>1,264,306</u></u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. 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 fund	816,021	(700,902)	115,119
Restricted funds			
Health and Social Care	156,034	(130,159)	25,875
Social Value Forum	262,159	(262,159)	-
Small Health Grant	18,158	(18,158)	-
Community Connectors	520,247	(520,247)	-
Arwain - RDP	16,925	(16,925)	-
Mental Health	172,645	(142,252)	30,393
Community Transport	20,480	(20,480)	-
Other ICF - Winter Pressures	4,320	(4,320)	-
Garreg Lwyd Wind Farm	83,108	(91,487)	(8,379)
Powys Befrienders	152,470	(152,470)	-
3rd Sector Skills	-	(22,884)	(22,884)
Welsh Language Development	37,568	(37,568)	-
Amser I Ni	49,425	(49,425)	-
HOWL & Cambrian Wales Line Grants	18,761	(18,761)	-
COVID 19	173,656	(173,656)	-
	<u>1,685,956</u>	<u>(1,660,951)</u>	<u>25,005</u>
TOTAL FUNDS	<u><u>2,501,977</u></u>	<u><u>(2,361,853)</u></u>	<u><u>140,124</u></u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	769,468	177,639	947,107
Restricted funds			
Health and Social Care	91,960	29,261	121,221
Old Persons Strategy	14,472	-	14,472
Mental Health	74,428	40,918	115,346
Community Transport	42,899	-	42,899
Continuing Health Care	41,402	-	41,402
Increasing Play Opportunities / Startwell	27,393	7,022	34,415
CVC Cymru	6,858	-	6,858
Garreg Lwyd Wind Farm	20,132	(2,363)	17,769
Powys Befrienders	2,192	-	2,192
3rd Sector Skills	22,884	(22,884)	-
DHTT	6,641	-	6,641
Food Alliance	3,453	-	3,453
Community Buildings Officer	-	2,423	2,423
CRF Localities Initiative	-	24,738	24,738
CRF Skills & Learning	-	25,583	25,583
Digital Co-ordinator	-	12,907	12,907
H & WB D2RA inc Florence	-	5,138	5,138
H & WB Health Promotion Facilitator	-	7,008	7,008
H & WB Older People's Forum	-	7,289	7,289
Volunteering Project	-	14,592	14,592
	<u>354,714</u>	<u>151,632</u>	<u>506,346</u>
TOTAL FUNDS	<u><u>1,124,182</u></u>	<u><u>329,271</u></u>	<u><u>1,453,453</u></u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,550,023	(1,372,384)	177,639
Restricted funds			
Health and Social Care	292,104	(262,843)	29,261
Social Value Forum	486,530	(486,530)	-
Small Health Grant	27,120	(27,120)	-
Community Connectors	1,028,279	(1,028,279)	-
Arwain - RDP	67,218	(67,218)	-
Mental Health	251,535	(210,617)	40,918
Community Transport	42,240	(42,240)	-
Other ICF - Winter Pressures	4,320	(4,320)	-
Increasing Play Opportunities / Startwell	14,272	(7,250)	7,022
Garreg Lwyd Wind Farm	163,739	(166,102)	(2,363)
Powys Befrienders	304,940	(304,940)	-
3rd Sector Skills	-	(22,884)	(22,884)
Welsh Language Development	75,137	(75,137)	-
Amser I Ni	96,427	(96,427)	-
HOWL & Cambrian Wales Line Grants	18,761	(18,761)	-
COVID 19	173,656	(173,656)	-
Community Buildings Officer	27,426	(25,003)	2,423
Community Development	42,727	(42,727)	-
Community Development N Powys	19,560	(19,560)	-
CRF Localities Initiative	79,918	(55,180)	24,738
CRF Skills & Learning	36,728	(11,145)	25,583
Digital Co-ordinator	39,351	(26,444)	12,907
Digital Volunteering	7,590	(7,590)	-
H & WB D2RA inc Florence	34,011	(28,873)	5,138
H & WB Health Promotion Facilitator	27,424	(20,416)	7,008
H & WB Homelessness Project	25,524	(25,524)	-
H & WB Homelessness	26,051	(26,051)	-
H & WB Older People's Forum	24,969	(17,680)	7,289
H & WB Substance Misuse	12,500	(12,500)	-
Volunteering Project	23,695	(9,103)	14,592
	<u>3,473,752</u>	<u>(3,322,120)</u>	<u>151,632</u>
TOTAL FUNDS	<u><u>5,023,775</u></u>	<u><u>(4,694,504)</u></u>	<u><u>329,271</u></u>

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

21. RELATED PARTY DISCLOSURES

Trustee / Senior Management Team		Amount
Organisation		
Income		£
Powys Teaching Health Board	Mrs T Buchan	1,262,121
Rhayader & District Community Support	Mrs T Buchan	1,230
Powys County Council	Cllr William Powell	365,214
	Margaret Evitts	
Dyfodol Powys	Margaret Evitts	580
WCVA	Jamie Burt	534,395
Open Newtown	Gary Mitchell	35
Citizens advice Bureau	Peter Swanson	20
Expenditure		
Powys County Council	Cllr William Powell	2,918
	Margaret Evitts	
Rhayader & District Community Support	Mrs T Buchan	16,559
Credu	Margaret Evitts	2,500
Llandrindod Wells Food Bank	Martin Nosworthy	147
Citizens advice Bureau	Peter Swanson	12,716
Income		
Powys County Council	Clair Swales	365,214
Expenditure		
Montgomeery YFC - Gemma Owen	Angela Owen	2,130
Claire Owen - Translator	Angela Owen	1,318
Powys County Council	Clair Swales	2,918

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

22. GRANTS PAYABLE BY INSTITUTION

Volunteer Bureau/Community Support

	£
Ystradgynlais Volunteer Centre	7,983
Rhayader & District Comm. Support	7,983
Ponthafren Association	7,983
North Montgomeryshire Vol Bureau	7,983
Knighton & District Community Centre	7,983
Crickhowell Volunteer Bureau	7,983
 CAMAD	 7,983
Brecon Volunteer Bureau	7,983

63,864

Social Value Development Grant

Mid Powys Mind	5,473
BCA Independent Advocacy Services	14,243
 Girlguiding Montgomeryshire	 2,336
Impelo	4,862
Knighton & District Community Centre	12,792
Citizens Advice Powys	12,076
BRACE Committee	2,898
Accessibility Powys	8,709
Rhayader & District Comm. Support	9,064
Ponthafren Association	4,697
Dementia Matters In Powys	32,169
Wellbeing Project in Brecon	16,154
Cultivate (Cwm Harry) Cyfyngedig	7,468
Helping Our Homeless Wales	5,060
Dementia Matters In Powys	32,000
Wilderness Trust	1,570

171,570

Amser i ni Grant

Knighton & District Community Centre	500
Ysgol Trefonnen	500
Wilderness Trust	500
Radiate Arts CIC	500

2,000

Garreg Llwyd windfarm Grants

Llanbister Show & Sports	-105
Llanbadarn Fynydd Village Hall	2,561
Llanbister Community Hall Committee	12,188
Llanbister Community Council	331
Friends of Llanbister CP School	2,999
Felindre FC	5,000

Community Transport Grant

	£
Hay & District Dial-A-Ride	1,360
Dyfi Valley Dial a ride	1,360
Crickhowell Volunteer Bureau	1,360
CAMAD	1,360
Builth Wells Community Support	1,360
Brecon Dial a Ride	1,360
Knighton & District Community Support	1,360
Oswestry Community Action /QUBE	1,360
Llanidloes & District comm trans scheme	1,360
Llanwrtyd Wells CT Project	1,360
Newtown Dial-A-Ride	1,360
North Montgomeryshire Vol Bureau	1,360
Presteigne & Norton Com Supp Transport	1,360
Rhayader & District Comm. Support	1,360
Ystradgynlais Community Car Scheme	1,360
Welshpool Community Transport	1,360

21,760

Small Health Grants

Mid Powys Mind	1,457
Talgarth Football Club	835
Tawe Pickleball Club	1,196
BCA Idependent Advocacy Services	1,377
1st Montgomery Guides and Rangers	1,240
Radiate Arts CIC	1,400
DPJ Foundation	1,456

8,962

Discretionary Capital Grant - ICF

CARAD Rhayader Museum And Gallery	550
Shakespeare Link	1,139
Play Radnor	9,961
Tir Cyffredin	8,350

20,000

Winter Pressures Grants

East Radnorshire Day Centre	5,000
Crickhowell Volunteer Bureau	5,000
Mid Powys Mind	5,000
Black Mountain Lions Club	4,154
The Windfall Centre	4,950
APT 4 Social Development	876
British Red Cross	5,181

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

22. GRANTS PAYABLE BY INSTITUTION - continued

Black Mountain Chapel Trustees	2,040	Ecodyfi	6,784
Friends of St Michaels School	7,122	Brecon & District Mind	4,286
Bettws Y Crwyn Parish Hall	15,541	Wilderness Trust	2,760
Knucklas & District Community Centre	2,842	Ystradgynlais MIND	4,673
Penithon Baptist Chapel	1,134	Dal Dy Dir	4,960
Dolfor Free Church	8,640	Brecon Volunteer Bureau	990
Dolfor Women's Institute	252	Hay & District Dial-A-Ride	1,440
Kerry Rec Association	1,620	Cultivate	2,500
Llanbister best kept village group	450		
Felindre Village Hall (nr Knighton)	12,000		58,554
	74,615	Lonliness and Isolation Grants	
		Mid Powys Mind	2,500
		Macular Disease Society	2,500
		Menter Iaith Maldwyn	2,500
		Gerddi Bro Dyfi Gardens	1,888
		Brecknock Play Network	2,409
		CARAD Rhayader Museum And	
		Gallery	2,500
		Ennyn CIC	2,500
		Credu (Powys Carers Service)	2,500
		Man's Shed Llanfyllin	2,500
		Wilderness Trust	930
			22,727
	5,643		
Gwirfol Youth Led Grants			
Llandefalle YFC	593		
Ystradfellte YFC	650		
Hi Society Defibrillator Group	750		
Explore today's Technology	484		
Montgomery Federation of YFCs	2,130		
Crickhowell High School Fund	275		
Mid Powys Mind	411		
Rekindle / Small Steps	350		
	5,643		
Arwain Grant			
Mens Shed Newtown	1,500		
Knighton & District Community Centre	3,961		
Royston Memorial Hall	3,150		
Whitton Women's Institute	746		
Dolwen Field Development			
Committee	2,470		
Ecodyfi	3,967		
Ysgol Feithryn Dyffryn Banw	1,441		
CARAD Rhayader Museum And			
Gallery	3,082		
Arts Connection	4,000		
Talybont Cycling Club	3,950		
Play Radnor	4,000		
Knighton Woodland Tots	3,700		
	35,967		

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

	31.3.22 £	31.3.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	-	377
Investment income		
Deposit account interest	874	1,196
Charitable activities		
Grants	2,472,190	2,444,832
Other income		
Gain on sale of tangible fixed assets	-	8,500
Expenses recovered	2,315	2,239
Sundry income	137	2,178
Training	27,772	24,461
Book keeping and payroll	17,430	15,240
Secondment	-	2,954
Desk space hire	1,080	-
	48,734	55,572
Total incoming resources	2,521,798	2,501,977
EXPENDITURE		
Charitable activities		
Salaries and social security	1,294,259	1,121,606
Social security	117,159	96,587
Pensions	91,288	79,592
Rent and rates	15,541	16,487
Building and equipment maintenance	16,187	97,381
Heat, light and cleaning	7,933	11,653
Postage and telephone	23,708	28,956
Stationery and printing	3,810	11,543
Advertising	357	2,371
Sundries	1,484	90
Travel and subsistence	4,784	1,698
Staff training and courses	13,611	14,377
Publications and journals	161	2,270
Subscriptions	4,774	4,202
Meetings and conferences	1,136	136
Computer running costs	33,355	19,467
Vehicle Maintenance	2,246	2,370
Contracts/freelance	121,096	121,795
Carried forward	1,752,889	1,632,581

This page does not form part of the statutory financial statements

**Powys Association
of Voluntary Organisations
Cymdeithas Mudiadau Gwirfoddol Powys**

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

	31.3.22 £	31.3.21 £
Charitable activities		
Brought forward	1,752,889	1,632,581
Recruitment	1,638	348
Volunteer's Expenses	54,292	33,978
Translations	1,319	725
Professional fees	-	3,511
Website costs	-	6,246
Infoengine	12,168	19,442
Staff Welfare	897	-
CRB checks	869	2,052
Freehold property	-	623
Plant and machinery	4,658	23,329
Grants to institutions	485,662	621,681
	<u>2,314,392</u>	<u>2,344,516</u>
Support costs		
Finance		
Bank charges	211	167
Governance costs		
Auditors' remuneration	5,700	3,900
Insurance	4,131	6,340
AGM reports & other costs	2,007	3,659
Professional fees	6,049	3,271
Trustees expenses	106	-
Trustees welfare	55	-
	<u>18,048</u>	<u>17,170</u>
Total resources expended	<u>2,332,651</u>	<u>2,361,853</u>
Net income	<u><u>189,147</u></u>	<u><u>140,124</u></u>

This page does not form part of the statutory financial statements