

Registered Company Number 04391979 (England and Wales)  
Registered Charity Number: 1091201

Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 March 2023  
for  
Pembrokeshire People First

Pritchard & Co  
Chartered Certified Accountants  
16 Main street  
Fishguard  
Pembrokeshire  
SA65 9HJ

**Pembrokeshire People First**

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for the year ended 31 March 2023**

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The committee of management presents its report with the financial statements for the charity for the year ended 31st March 2023

## REFERENCE AND ADMINISTRATIVE INFORMATION

CHAIRPERSON	James Tyler
TRUSTEES	Anishia Jones Courtney Poupard Lucy Hinksman Sophie Hinksman Julie Fulton
REGISTERED OFFICE	Portcullis House Old Hakin Road Merlins's Bridge Haverfordwest Pembrokeshire SA61 1XE
REGISTERED COMPANY NUMBER	04391979 (ENGLAND & WALES)
REGISTERED CHARITY NUMBER	1091201
ACCOUNTANTS	Pritchard & Co., 16 Main Street, Fishguard, Pembrokeshire, SA65 9HJ
BANKERS	Lloyds Bank plc, 7 Victoria Place, Haverfordwest Pembrokeshire, SA61 2JX

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and none of the officers hold any shares in the company. A committee of management administers the charity.

### Governing document

Pembrokeshire People First is a company limited by guarantee governed by its Memorandum and Articles of Association; it is also a registered charity with the charity Commissioners. Anyone over the age of 18 can become a member of the company.

### Trustee selection methods

As set out in the Memorandum of Articles and Association, the trustees are elected bi-annually by the members of the company at AGM.

New trustees undergo an orientation session to brief them as to their legal obligations under charity and company law, the committee and decision making processes, the business plan and recent financial performance of the charity.

During the induction period they will meet all employees, trustees and committee members. Trustees are encouraged to attend external training events that will facilitate the undertaking of their role. The Management Committee meets regularly and administers the charity.

Hello and thank you for taking the time to read this report. There will be lots to read and we won't be able to capture all of the successes and the bits that have been hard in one report. So, we will tell you about the main highs and lows and welcome anyone to come and talk to us who would like to learn more.

Firstly, the dry bit. What does it say in our paperwork that we do? Why does PPF exist?

## OBJECTS AND ACTIVITIES

The objects of the charity are as follows:-

- (1) To support people with learning disabilities and/or autism through the provision of advocacy, training and group work using the arts, which will help people know and attain the same rights as everyone else.
- (2) To advance the education and training of people with learning disabilities and/or autism, to develop their skills, capacities and capabilities to enable them to participate fully in society.
- (3) To advance education and raise awareness of the public in the experiences and of the issues affecting people with learning disabilities and/or autism.

**The human bit - How did the team at PPF ensure we met these aims? How did we make this happen?**

PPF continues to be a member-led charity with a list of members that has grown to nearly 500 people aged from 11 to 77. Our members had the opportunity to access any or all of our 13 projects we have had running this year. These projects are all linked to the aims and objectives listed above.

One of the great things about PPF is that we remain a constant that people can access when they need us. They may come and go as they explore other opportunities but if life changes, they are always welcomed back through the highs and the lows. We provide support for approximately 150 members each month.

**The strategies we used to meet these aims:**

We ran a range of projects so that we could meet the wide range of needs of our members. This included smaller groups sessions, 1:1 work and larger sessions to provide opportunities for developing friendships and reducing isolation.

One of the greatest strengths of PPF has been continuity. However, when Karen Chandler, our Chief Officer took the difficult decision to leave us this year after giving over a decade of her time and commitment, it has been challenging. Both emotionally and strategically for members and the staff team. The trustees want to take this opportunity to thank Karen for her dedication and tenacity when dealing with all the daily challenges a third sector organisation deals with – from crisis calls at 2am to funding the next project (and current) projects that all mean so much to our members.

Recruitment was a difficult process. We did end up recruiting internally and have welcomed Jen Greene, our existing Operations Manager, into the post from the 1<sup>st</sup> November 2022. It was always going to be challenge for anyone coming in to fill such big boots but Jen is a familiar face at PPF and has helped maintain some continuity through this transition.

The PPF trustees want to ensure that kindness and equity remain the foundation of all of delivery. The staff, freelancers and volunteers all continue to demonstrate great strength and resilience as they support people. For this, the management committee and trustees are truly grateful.

As mentioned last year, we have grown as an organisation and as a membership. As the number of members registered with us grows, the needs grow and therefore we have had to look at where we run our projects. It is with thanks to co-production with the Pembrokeshire Supported Employment Project (previously Norman Industries) that we have been able to secure a small premises in Letterston to enable our growth of Mor, our enterprise project. It was a great achievement that we were able to increase our supported employment opportunities for members and take on four new supported employees in Jan 2023. This takes our total number of supported employees to nine out of a team of nineteen staff. We are super proud of our growing team and the opportunities and support the organisation provides.

PPF values the work with its stakeholders and supporters. In a time where one challenge lessens, another has risen; the cost of living crisis. It is these societal challenges that make it more important than ever to work collaboratively with other organisations to help the most vulnerable when they struggle to put food on the table and keep a roof over their heads.

We continue to look for new premises in the area that will hopefully enable us to deliver and expand on our current portfolio of projects.

**How did PPF deliver on its objectives?**

We have worked to maintain the projects we ran during the last financial year as they were identified as the best way to meet the needs of our members. The list of projects include:

**Counselling**

PPF provides a free counselling service one day a week to enable access to therapeutic services for our members. This provides a space for members to process, develop self-resilience and talk about issues they may not be able to talk about anywhere else. Sadly, Bridget left the team but we are grateful for Maya, with her extensive experience of working with our members and is a trainee psychologist, and has filled the post. She continues to provide the same quality of empathy, warmth and support that our members expect in sessions that are accessible and non-judgemental.

**Gaming Club**

Gaming club is delivered both face to face in the community and on-line, providing a space for adults to game in a safe environment that encourages friendships behind the competition and banter!

**Moving On**

Members can be referred in or self-refer into these sessions which focus on the development of independent living skills. This covers everything from budgeting to baking, eating healthily to discussing where to go to for health advice. The topics are varied but address some of the key issues around how to move on to live independently, develop emotional resilience and/or maintain independence. The members were sad to say goodbye to Alastair who brought flair and joy but have welcomed new team members.



#### **Mor**

The pilot of our enterprise project focusing on supporting members to develop their own paper based range of products crafted from the paper they have made from recyclable waste generated from the office has come to an end. However, we have reached a point where members can access supported employment placements. The remit of the project remains the same - using the shredded waste they have saved, they are continuing to produce seeded papers, lino print cards and air fresheners. We have reached the aim from last year to develop opportunities within the project and look to secure further funding to expand on these opportunities for more of our members. Watch this space!

#### **Take a Bow**

Based on such a successful pilot, we have funded a continuation of the Take A Bow project out of reserves while we look to secure further funding to sustain the project long term. The group attending show commitment, talent and growth. They talk constantly about how important the project is to them and we as a team will continue to fight to keep this unique project going into the remainder of 2023.

#### **The Wellbeing Group**

The group is an open group meeting face to face every Thursday morning welcoming anyone with a Learning Disability and/or autism to come and explore ways people can take control to prioritise and develop their own wellbeing. The group discuss and learn about wellbeing techniques from mindfulness to singing, to seated yoga! Everyone is acknowledged as unique and as having their own challenges, but it is a safe emotional space to share stories about those challenges and realise that even if we are all different, sometimes coming together can really help us to develop support networks and stay well. Especially while we still process and adapt to the long term effects of the covid pandemic.

#### **Stay Social Drop In**

This project is well and truly back up and running with the added element of pairing up with a local café to provide hot food to some of our most vulnerable and isolated members.

With the numbers of attendees anywhere between 30 and 40, it is a truly heart warming atmosphere involving so many of our members coming together each week. It continues to be a source of joy to see so many people rekindling friendships and developing new ones

#### **1:1 Advocacy Lite**

Since our advocacy team moved to Advocacy West Wales, we continue to refer into their services but have maintained a small service for those short pieces of work, particularly around supporting people through the benefits claim process and reassessment for Personal Independence Payments. This can be extremely stressful but we are pleased to confirm that a number of our referrals have been successful in appealing or claiming the correct amount of benefits they are entitled to thanks to the support of our worker. This can be living changing for some after living in poverty. Our advocacy lite worker also helps out with smaller issues such as supporting people to read formal letters, signpost to other services and make applications for a bus pass. We were sad to see Jon Strawbridge leave (but continue to work with him in his new role as a trainee social worker) and have welcomed Victoria to the team, utilising her vast experience from her work at the DWP.

#### **Training**

We continue to work with the local health board to work towards delivering LD Awareness training to staff in GP surgeries. Our members are sharing their lived experiences to advise and inform our collaborative partners on what they find most challenging about accessing health services. This again can involve sharing personal stories to a group of strangers which can be intimidating and scary. But they do it to affect change and we are grateful for their time and dedication to making this happen.

#### **Regional Work**

The Dream Team continue to proactively take part in collaborative work across the three counties with support from Pembrokeshire People First, Carmarthenshire People First and Our Voice, Our Choice. They lead meetings with people from the statutory sector and other stakeholders using their lived experience to advise and inform providing a positive link between statutory services and the third sector.

Other engagement work includes supporting members at the Pembrokeshire Learning Disability Partnership Board meetings, the Regional Partnership Board meetings and in the development of the new local Day Opportunities. There are many more engagement activities that happen all of which have the goal of ensuring the voice of adults with a learning disability or a neuro diverse condition are heard in the development of local services.

#### **Citizen Champions**

PPF continues to host the supported employment placements of three Citizen Champions who champion the use of easy read communication, regional partnership working and equality within the community. The support these champions provide to statutory bodies, other third sector organisations and local businesses is both impressive and demonstrative that there is no limit to the value provided by experts with lived experience!

### **Youth Group**

The youth group has embraced the change to holiday provision providing a range of arts and drama sessions for young people not in school and looking for new challenges and opportunities. It also provides some respite for families and carers during the holidays when there are a limited number of affordable activities for young people with specific needs.

### **Campaigns group**

This work remains unfunded but as the heart of our self-advocacy ethos, the group strive to ensure that the voices of adults with learning disabilities and/or autism are heard whether it's in parliament successfully challenging changes to the Human Rights Act or ensuring that people have support to access crucial service altering consultations.

### **Other smaller projects**

We were grateful for smaller pots of funding which have allowed us to do some crisis work. Many of our members have been through trauma in their lives, and as access to limited specialist psychologist input continues due to service pressures, there is more need than ever for that emergency crisis support. This may involve the simple provision of a warm, safe space with a cuppa or someone to listen and provide a hug at a time when someone feels emotionally lost and other relationships have broken down.

### **Funders**

We appreciate the 'human' voices at the end of the phone who listen, make changes and provide endless support for PPF. Without you, most of our work couldn't happen. They are truly instrumental in making the difference in our communities. We look forward to continuing our work with these fantastic organisations in the next twelve months.

### **Our staff team, volunteers and freelancers**

There is nothing as scary and unavoidable as change. It is even harder when there are changes to the staff team. As the team gets bigger, there are inevitably more changes. We have had to say goodbye to some faces that have been such an integral part of PPF but have been delighted to finance officer. Helen, one of our new volunteers is proving an absolute asset across the projects and Delyth and her family are an integral part of the support that keeps projects such as Take A Bow going.

The team have been amazing at keeping projects going through such significant changes. They have welcomed new team members and been integral in supporting Jen in her new role as Chief Officer and our team of trustees.

### **Moving forwards – what's next?**

As the year draws to a close, we have been delighted to spend time face to face with our members working on the new PPF Manifesto. We have been grateful to Lloyd at Media and Motion for filming the day and capturing it in a new light. Our new accessible Manifesto will be produced as a video to make it easier for our members to see what we are working towards in the next two years and hold us to account when needed. This manifesto won't just be a collection of words but a visual expression of the needs of our members, the faces behind the stories and a clear remit of what PPF will be working on in 2023-2025.

Thank you to everyone involved in making the day a magnificent display of self advocacy, equity and inclusion and most of all, kindness and joy. We can't wait to share the video with you!

### **Conclusion**

As with every review of a year at PPF, it never ceases to amaze the trustees how PPF has travelled in a relatively short space of time and how much has been achieved. Writing the trustee report is a time to reflect and appreciate every voice that has been heard, every person that has helped or supported us and every member that has helped shape PPF into what it is today. Thank you never seems enough.

### **Financial Review**

The trustees have determined the level of reserves that the charity ought to have (that is those funds that are freely available and not part of the restricted fund), and are working towards achieving this.

### **Risk Management**

The committee of Management have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks



#### Statement of the Committee's Responsibilities

Company law requires the committee to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements the directors are required to:

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

The committee is responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with the reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006, applicable standards, the statement of recommended practice and regulations made under the Charities Act 1993. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On Behalf Of The Board

L. Hinksman  
20-2-2024

Lucy Hinksman - Trustee

dated

I report on the accounts of the Trust for the year ended 31st March 2023, which are set out on pages 9 to 14

#### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 41 of the 1993 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 1993 Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**S.J. Davies B.Sc(Hons) Econ, FCCA**

*Stephen J Davies*  
**Pritchard & Co.**

**Chartered Certified Accountants**

**16 Main Street**

**Fishguard**

**Pembrokeshire**

**SA65 9HJ**

*30th January 2024*..dated



	Notes	Unrestricted funds £	Restricted funds £	31 Mar 2023 Total funds £	31 Mar 2022 Total funds £
<b>INCOME &amp; ENDOWMENTS FROM</b>					
Donations and legacies	2	33,540	417,965	451,505	201,408
Other trading activities	2	<u>4,394</u>	<u>0</u>	<u>4,394</u>	<u>275,613</u>
		37,934	417,965	455,899	477,021
<b>EXPENDITURE ON</b>					
Charitable activities	3	53,905	70,126	124,031	446,380
Management		<u>34,373</u>	<u>286,492</u>	<u>320,865</u>	<u>37,759</u>
		<u>88,278</u>	<u>356,618</u>	<u>444,896</u>	<u>484,139</u>
<b>NET INCOME/EXPENDITURE)</b>		(50,344)	61,347	11,003	(7,118)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		77,855	103,979	181,834	188,952
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>27,511</u>	<u>165,326</u>	<u>192,837</u>	<u>181,834</u>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities

	Notes	Unrestricted funds £	Restricted funds £	31 Mar 2023 Total Funds £	31 Mar 2022 Total Funds £
<b>CURRENT ASSETS</b>					
Debtors		1,330	54,262	55,592	48,509
Bank account and cash in hand		27,994	131,757	159,751	148,069
		<u>29,324</u>	<u>186,019</u>	<u>215,343</u>	<u>196,578</u>
<b>CREDITORS</b>					
Amounts falling due within one year		(1,812)	(20,694)	(22,506)	(14,744)
		<u>27,512</u>	<u>165,325</u>	<u>192,837</u>	<u>181,834</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>27,512</u>	<u>165,325</u>	<u>192,837</u>	<u>181,834</u>
<b>NET ASSETS/(LIABILITIES)</b>		<u>27,512</u>	<u>165,325</u>	<u>192,837</u>	<u>181,834</u>
<b>FUNDS</b>					
Unrestricted funds				27,512	77,855
Restricted funds				165,325	103,979
<b>Total funds</b>				<u>192,837</u>	<u>181,834</u>

For the period ended 31st March 2021 the company was entitled to exemption under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity provisions and have been delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the board and signed on their behalf by

L. Hinksman

Lucy Hinksman - Trustee

20-2-2024

dated

## 1. Accounting Policies

### Basis of Accounting

The accounts have been prepared under the historical cost convention and in accordance with applicable UK Accounting Standards. In preparing the accounts the charity follows best practice as set out in the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP FRSSE) effective 1 January 2015.

### Income

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

### 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 that 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.

### Taxation

The charity is exempt from 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 a 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.

## 2. Donations and Legacies

	31 March 2023	31 March 2022
	£	£
Donations	7,368	2,305
Grants	444,137	427,026
Commissioned work	3,379	24,903
Other income	1,015	22,787
	<u>455,899</u>	<u>477,021</u>



**2. Donations and legacies (continued)**

Grant income during the period was as follows :

	31 March 2023 £	31 March 2022 £
Amazon Smile Charitable Programme	0	7
Access to Work - LH	3,465	0
Access to Work - MC	2,490	0
Access to Work - ER	2,490	0
BBC Children in Need	7,610	0
Carmarthenshire PE	0	0
CPF	(26,998)	0
Changemakers	0	500
Covid JRS Grant	0	1,581
Department of Works & Pensions	1,480	0
Disability Wales	0	12,511
Disability Wales Ltd	0	500
DWP Access to Work	0	1,988
HUHB	150	0
Hywel Dda	36,610	97,681
ICF Funding	0	178,522
Lloyds Bank Foundation	0	25,100
Milford Haven Port Authority	0	300
National Lottery	19,700	0
Office for Police and Crime Commission	0	3,600
PAVS - making it happen	4,446	0
PAVS - LDIF	6,000	0
PAVS - SCAF Fund	3,500	5,975
PAVS - Innovation fund	9,500	10,525
Paypal Grant	0	0
Pears Grant	0	2,000
PCC Dream Team/ Charter RIF including JD LD Champion	138,319	0
Pembrokeshire County Council - UKCRF	86,412	0
PCC Food Poverty Grant	5,949	
PCC Service Level Agreement	25,000	25,000
PCC Housing Support Grant	47,206	34,707
PCC Learning Disability Champion Project	16,740	9,800
Police and Crime Commissioner Dyfed Powys	4,800	
Post Code Community Trust	24,658	
Public Donations	0	1,198
Government - Supporting people grant	0	0
Pembrokeshire Care Share and Give	0	0
Planed - Leader project	0	6,211
Staff Covid Recognition Award	0	8,820
Valero	0	500
South Pembs GP Cluster (Training LD Awareness)	2,900	
The British Instit PPF	200	
We Can	21,510	
	<hr/> 444,137	<hr/> 427,026

### 3. Charitable activities

	Direct Costs £	Support Costs (see note 4) £	Totals £
Charitable activities	70,126	0	70,126
Management Costs	<u>340,396</u>	<u>34,373</u>	<u>374,769</u>
	<u>410,522</u>	<u>34,373</u>	<u>444,895</u>

### 4. Support Costs

Management £	Finance £	Information Technology £	Governance costs £	Totals £
22,859	643	2,935	7,936	34,373

### 5. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2023.

#### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023.

### 6. Staff Costs

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

31 March 2023	31 March 2022
<u>15</u>	<u>12</u>

### 7. Debtors

	31 March 2023 £	31 March 2022 £
Trade debtors	54,262	47,931
Prepayments	<u>1,330</u>	<u>578</u>
	<u>55,592</u>	<u>48,509</u>

### 8. Creditors: amounts falling due after more than one year

	31 March 2023 £	31 March 2022 £
Trade Creditors	15,363	7,161
Social Security ad other taxes	5,331	6,689
Accruals and deferred income	<u>1,812</u>	<u>894</u>
	<u>22,506</u>	<u>14,744</u>

### 9. Movement in funds

	At 31 Mar 22 £	Net movement in funds £	At 31 Mar 23 £
<b>Unrestricted funds</b>			
Unrestricted funds grants/non grants	77,855	(50,344)	27,511
<b>Restricted funds</b>			
Restricted funds	<u>103,979</u>	<u>61,347</u>	<u>165,326</u>
	<u>181,834</u>	<u>11,003</u>	<u>192,837</u>

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

**9. Movement in funds (continued)**

	Incoming Resources £	Resources Expended £	Movement in funds £
<b>Unrestricted funds</b>			
Unrestricted funds	37,934	(88,278)	(50,344)
<b>Restricted funds</b>			
Restricted funds	417,965	(356,618)	61,347
	<u>455,899</u>	<u>(444,896)</u>	<u>11,003</u>

**10. Related party disclosures**

There were no related party transactions for the year ended 31st March 2023.

	31 March 2023 £	31 March 2022 £
<b>Income and endowments - Donations and legacies</b>		
Donations	7,368	2,305
Grants	444,137	425,445
Covid JRS Grants	0	1,581
Commissioned Work & other income	3,379	24,903
ICF projects those managed on the behalf of other organisations	0	22,785
Events	1,000	0
Bank interest received	15	2
	<u>455,899</u>	<u>477,021</u>
<b>Expenditure on:</b>		
<b>Charitable activities</b>		
Wages	337,515	309,279
General office expenses	5,816	6,064
Projects expenditure	0	117,837
Fundraising costs	41,402	3,285
Travel & subsistence	8,854	1,071
Freelance costs	15,253	4,962
Misc	1,872	2,800
Training	1,998	1,082
	<u>412,710</u>	<u>446,380</u>
<b>Support costs - Management</b>		
Rent and rates and light and heat	15,262	14,485
Covid - 19 Costs	0	13,344
Insurances	1,968	1,963
Telephone	5,629	3,945
	<u>22,859</u>	<u>33,737</u>
<b>Finance</b>		
Bank charges	643	119
<b>Information technology</b>		
Equipment, repairs and renewals	748	3,009
<b>Governance</b>		
Accountancy and professional fees	7,936	894
	<u>9,327</u>	<u>4,022</u>
Total resources expended	444,896	484,139
Net income	<u>11,003</u>	<u>(7,118)</u>