

Company Registration Number: 05695511
Charity Registration Number: 1131360

K.C.U LTD
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31st MARCH 2023

K.C.U LTD
(A Company Limited by Guarantee)

REPORT OF THE DIRECTORS FOR YEAR END 31st MARCH 2023

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DIRECTOR'S REPORT

FOR THE YEAR ENDED 31st MARCH 2023

Registered Company Number: 05695511

Registered Charity Number: 1131360

Registered Office: 51 Gold Street
Kettering
Northants
NN16 8JB

Directors/Trustees: Mrs R Groome - Chair
Mrs M Don (resigned 14.02.23)
Mr S Cox
Ms V Perry (appointed 29.09.22)
Mr I Watts – secretary
Mr S Watts – treasurer

Bankers: HSBC
9 High St,
Kettering
NN16 8ST

Independent Examiners: CVS Northamptonshire
32-36 Hazelwood Road
Northampton
NN1 1LN

FOR THE YEAR ENDED 31ST MARCH 2023

The trustees are pleased to present their report and the unaudited accounts of the Charity for the year ended 31st March 2023.

Objectives, priorities, and activities

KCU exists to relieve and prevent social and economic disadvantage through the provision of support, advice, and services. Our charitable objects underpin everything we do. These are:

- a) Provide a place or places where unwaged, unemployed and people on low incomes can meet for social, cultural, and educational purposes and have access to other supportive services that assist them and help them escape from or avoid social exclusion and isolation.
- b) Provide information, guidance, advice, counselling, advocacy, and other support relevant to the problems of those using the facilities provided.
- c) Secure or provide the fullest possible range of opportunities and ancillary services for learning, creativity, and self-expression.
- d) Enable and support users of the facilities provided to represent their views and interests for the wider community and other agencies.

To support achievement of our charitable objects, our current strategic plan priorities are:

- I. **Focus on work to help address poverty and the causes of poverty** by continuing to provide access to food, essential household goods and clothing for those in genuine need; through the provision of mentoring/befriending support and by offering education and learning opportunities alongside opportunities to gain skills and experience through volunteering.
- II. **Continue our education and learning provision** exploring a 'blended' learning approach and through researching potential funding opportunities to expand provision.
- III. **Continue our journey to become a fully inclusive organisation** by responding also to the needs of young people, providing support for refugees, and increasing volunteer engagement to better represent our community.
- IV. **Further develop our principles approach to learning and decision-making** using them to guide and justify activity in an ever-changing environment, and to underpin our flexibility to adapt by completing our principles focused evaluation of mentoring/befriending support.
- V. **Adapt our approach to inequalities and improving health and wellbeing** by engaging with place based/levelling up agendas and where possible, addressing the impact of the pandemic, Brexit, increased inflation on peoples social and financial position.
- VI. **Take opportunities to promote and practice work to reduce the negative impacts of climate change** by continuing awareness raising through upcycling/recycling workshops.

To deliver our objects and subsequent strategic priorities, we provide a range of crisis and transitional services to help people move to a better place in their lives. We also aim to be a provider of choice and our partners tell us to 'keep doing what you are doing and in the way that you do it.' To retain our focus on 'the way we do things' as well as 'the what we do,' we reflect on our principles to evaluate activities and to inform decision making. These are:

FOR THE YEAR ENDED 31ST MARCH 2023

- We want people to feel safe, welcomed and that they belong.
- We want to work side by side with everyone.
- We will listen.
- We want to build open and honest relationships, trusting others and being trustworthy ourselves.
- We want people to feel valued, included, and respected.
- We want to support each individual on their own journey of growth and aspirations.
- We are clear and realistic, we are facilitators, offering space to grow within appropriate boundaries, guidance, and resources.
- We will be persistent, flexible, and resilient, continuously learning to inform and improve, sharing that learning with others.

Our main services and initiatives are summarised below.

Food with dignity

Our non-traditional food provision operates a 'hub and spoke' model. People do not have to get a food voucher, take this to an identifiable foodbank in their community then have to tell their story again. Food parcels (packed by volunteers in our central hub) are delivered to partner organisations (e.g., services across benefits and debt; children and families; housing/homelessness; credit union). People are hence treated with dignity through discreet access to food at the first point of contact, while also getting the support of the relevant organisation to help address the reasons why they needed food support in the first place. During the year, we also established discreet food support for staff at our local hospital who are struggling to make ends meet as a result of the economic crisis.

Dignity in crisis services

Building on our dignity model, the Project provides essential household goods and clothing for those in genuine need (e.g., survivors of domestic abuse who have fled with nothing; homeless and rough sleepers; relocating refugees who have limited resources). Referred by partners, people are treated as customers and given essential goods at no cost or at a price they can afford. Through the Project we also partner with Citizens Advice Service, Corby, and Kettering (CASCK) to provide discreet 'access to advice' outside the main CASCK offices. With Groundwork Northamptonshire, we deliver a 'Holiday Rangers' club at their community allotment for families who fall into food insecurity during holidays. Children learn about the environment, wildlife, engage in physical and educational activities, increase their networks, and are fed during the day. While there, they cook a family meal to take home and are provided with a duplicate set of ingredients to practice recipes. This means families experiencing 'holiday hunger' receive 2 cooked meals each week in addition to food parcels where needed. Children (aged 8-16 years) of families known to fall into food insecurity are discreetly referred by schools. During the year, we expanded our dignity support to include a Babybank in response to increasing family needs.

Upcycling/recycling

We operate an upcycling/recycling project from our charity shops. Free workshops are also provided where individuals learn and practice upcycling/recycling skills. This reduces items taken to landfill, with students either keeping their work or the items are sold through our shops.

FOR THE YEAR ENDED 31ST MARCH 2023

Mentoring/befriending

Our mentoring/befriending supports vulnerable people and those with complex needs to deal with issues to get the most from their volunteering or work experience (befriending), then when ready, helps them achieve and find solutions to their own work and life goals (mentoring). Through building competence and confidence, this enables people to reach their full potential who might not be given such opportunities elsewhere.

Education and learning centre

In partnership with other education and learning providers, we provide free courses for those on low income or unemployed. Delivered in a 'non-institutional' environment, this attracts people who have not had good experiences of formal educational settings in the past. Mentors/befrienders support individuals who need extra help to engage fully in their learning. Courses during the year focused on IT skills as more services are online since the pandemic and through local government reform. ESOL (English for Speakers of Other Languages) courses assist with the increasing number of refugees in the area. During the year we also started courses for volunteers to gain qualifications.

Volunteering and work experience

Supported by our Volunteer Engagement Manager and Operations Director, we continue our journey to become a fully inclusive organisation, offering volunteering and work experience to help people reach their potential, including for those who might not be given such opportunities elsewhere due to the complexity of their needs.

Achievements and performance

The year continued to bring challenges as a legacy of the pandemic and then the economic crisis affecting people's financial stability and subsequent health and wellbeing. This not only increased demands on our services, but also reduced donations of food and household goods, as more people struggle to make ends meet. Despite the challenges, the year brought opportunities for support to help meet those demands. For example, the Household Support Fund (HSF) devolved to local authorities for distribution, enabled us to secure financial support towards the end of the year to meet increased demands for food and through expanding our essential white goods support across North Northamptonshire.

Many beneficiaries access more than one of KCU services to achieve desired outcomes. During the year, we calculate around 9,133 different people benefited from our services. This figure reflects some are multi-service users due to the complexity of their needs.

Achieving public benefit keeps us focused on why we are here and helps assess the value and impact of our work. Many of our volunteers are users of one or more of our services. We find our approach to helping people while they also help others in their community through volunteering has developed stronger relationships and a feeling of pride. For many, their engagement as service users has seen them move on to becoming volunteers with us. Others have increased confidence and/or experience to gain employment and/or move into further education.

FOR THE YEAR ENDED 31ST MARCH 2023

Through our Dignity in Crisis Project, we continue to partner with CASCK to improve pathways to address financial hardship. The year, saw £211,565.21 income generated (e.g., benefits) for local people and £146,828.68 debt being successfully managed. Our discreet food support significantly increased from the previous year, feeding over 6,000 adults and children. The Project also saw an increase in referrals for household furniture and white goods (146 referrals) providing essential items for 335 people in households supported. As a result of our crisis provision, we continue to help people access other services both internally and those of our specialist partners where needed.

Our non-institutionalised education and learning provision helps re-engage adults in learning with feedback stating they would not attend formal institutions due to past negative experiences. Through mentoring/befriending, service users and volunteers are often helped to reach their full potential by providing additional support often not available in other settings. In the year, 227 student places were filled through 29 courses.

During the year, a new approach to engaging and retaining volunteers was adopted. Through our Engagement Manager supported by the Operations Director, we saw a return to our 60-65 volunteer pool numbers, which significantly reduced during the pandemic. Our volunteering profile has diversified, with more young people and refugees. Like adults, young people have wider needs requiring additional support to get the most from their volunteering/work experience. To address this, we have invested in appropriate training for staff and provided placements for University students studying youth and community programmes. Language can also be a barrier for refugees; however, we have used a translation App called 'say Hi' alongside many attending our ESOL classes. This has helped reduce isolation and is beginning to create a sense of belonging.

We continue to develop and learn from what we offer and how we deliver our services and have shared this learning with partners. For example, we completed our Principles Focused Evaluation pilot using our mentoring/befriending initiative. From this, we produced a toolkit based on our approach and learning for sharing with other similar sized non-profits, should they wish to adopt this approach. We also began a programme of activity to future-proof KCU to continue to achieve strategic priorities and objects in a changing and turbulent environment. This has resulted in better clarity of strategic and operational responsibilities through a new Senior Management Team (SMT) and a comprehensive work programme with work streams reflecting on governance, financial sustainability and stability, human resources (staff/volunteers) and marketing and communications.

Future plans

Our future plans include delivery of our strategic plan priorities while retaining quality, safe and impactful services. This will be during a continued environment of increasing demands for support. We will further review and embed our new management structure and workstreams with trustee support. Expansion of our Dignity in Crisis essential household items will be delivered and monitored (beyond Kettering to include North Northamptonshire). We will learn from this and share that learning internally and externally. Our reflections on the year have helped reinforce the importance of an integrated services and partnerships approach to enable flexibility to meet our objects and the diverse needs of those we support. We continue to work towards becoming a fully inclusive organisation, part of which is to give opportunities to those who are socially and economically marginalised. This will be supported by ensuring application of our principles in strategic and operational decision making.

FOR THE YEAR ENDED 31ST MARCH 2023

Resources are an important part of achieving objectives and we continue to diversify our finances to enable flexibility to meet the needs of those we support, while remaining true to why we exist. Subject to funding, we will extend our education and learning provision with a focus on alternative approaches to help people improve basic skills. We will also retain investment in the development and support of staff, volunteers, and service users, alongside drawing on their lived experiences to help inform our future services and approach.

Financial review

Our finances remained positive through grants, public and company donations and a return to pre-pandemic shop income. However, Trustees are mindful there are a number of short-term and multi-year grants coming to an end next year and the following year. The Funding and Income Generation Strategy continues to be implemented and is reviewed early where significant risks are identified.

Reserves policy

The Trustees as part of good financial management set aside from unrestricted free reserves a General Reserve of a minimum six months running costs of the Charity. The reserve level will be reviewed annually.

Structure, governance, and management

KCU is a company limited by guarantee as defined by the Companies Act 2006. Trustees are directors of the company and have director's responsibilities. Also, a registered charity, Trustees have duties as set out by the Charity Commission. KCU operates within its Memorandum and Articles of Association (reviewed in 2021). Trustees recognise their major responsibility is to ensure good and appropriate governance of KCU in accordance with Charity Commission guidelines and to have due regard to the Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

The election process for a Trustee is by nomination at a Board meeting and being seconded by an existing trustee. A vote is then taken where a majority is required. Trustees are from a variety of backgrounds relevant to supporting the work of the Charity and re-election takes place at the AGM.

During the year, the new Senior Management Team (SMT) structure was agreed by trustees. The Chief Executive Officer (CEO) part-time role ceased on retirement of the postholder, being replaced by a part-time Strategic Director and full-time Operations Director. The changed structure was reviewed by Trustees in November 2022. As part of the changes, Trustees agreed a number of Trustee lead roles to work alongside and support the SMT. These include governance, financial, safeguarding, marketing and communications and human resource focuses.

Risk management

Risk management continues to be applied to everything we do. This includes both strategic and operational risks. As part of the review of the Strategic Plan, the major risks to which KCU will or might face were identified. A risk assessment and management approach is in place and as previously, will be reviewed at least annually. This includes activity to mitigate risks where appropriate. The SMT discuss these risks (and any emerging risks) including reporting to the Board of Trustees where actions have been taken under delegated responsibility or to seek endorsement for action where new risks are identified.

FOR THE YEAR ENDED 31ST MARCH 2023

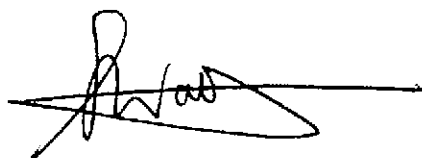
Director's Responsibilities

Company law requires the members of the Executive Committee to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those financial statements, the members of the Executive Committee are required to:

- select suitable accounting policies and then apply them consistently.
- make adjustments and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue its activities.

The members of the Executive Committee are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They have a general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

Presented and approved by the board of trustees on 4th July 2023 and signed on their behalf.



Stephen Watts

Director



**Independent Examiner's Report to the Trustees of:
K.C.U. LTD**

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Registered Charity Number: 1131360

I report on the accounts of the company for the year ended 31st March 2023, which are set out on the attached pages 9 to 17.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under Part 16 of the Companies Act 2006 (the Act) and that an independent examination is needed.

Having satisfied myself that the company is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Act, as amended; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with 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 of 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

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

- accounting records were not kept in accordance with the Companies section 386 of the 2006 Act: or
- the accounts do not accord with these records: or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination: or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Brenda Peers-Ross

Brenda Peers-Ross FMAAT, ACIE
10th July 2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Income from:							
Donation & legacies	1	68,591	-	68,591	11,914	90	12,004
Charitable activities	2	67,654	176,439	244,093	64,176	139,551	203,727
Investment income		1,070	-	1,070	25	-	25
Total Income		137,315	176,439	313,754	76,115	139,641	215,756
Expenditure on:							
Raising funds		-	-	-	-	-	-
Charitable Activities	3	95,216	133,134	228,350	66,977	142,681	209,658
Total expenditure		95,216	133,134	228,350	66,977	142,681	209,658
Net gains/losses on investments							
		-	-	-	-	-	-
Net income/(expenditure)		42,099	43,305	85,404	9,138	(3,040)	6,098
Transfer between funds		-	-	-	3,009	(3,009)	-
Net movements in funds		42,099	43,305	85,404	12,147	(6,049)	6,098
Reconciliation of funds:							
Total funds brought forward		110,734	79,601	190,335	98,587	85,650	184,237
Total funds carried forward		152,833	122,906	275,739	110,734	79,601	190,335

All income and expenditure derive from continuing activities.

The statement of financial activities is incorporating the income and expenditure accounts and includes all gains and losses recognised during the year

STATEMENT OF FINANCIAL POSITION AS AT 31ST MARCH 2023

Company Number: 05695511

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Fixed Assets	5	260		260	346		346
		260		260	346		346
Current Assets							
Debtors	6	3,376	28	3,404	2,340		2,340
Cash at Bank and in Hand		153,622	123,388	277,010	111,735	79,989	191,724
		156,998	123,416	280,414	114,075	79,989	194,064
Creditors - Amounts falling due within one year	7	(4,425)	(510)	(4,935)	(3,687)	(388)	(4,075)
Net current assets/(liabilities)		152,573	122,906	275,479	110,388	79,601	189,989
Net assets/(liabilities)		152,833	122,906	275,739	110,734	79,601	190,335
Charity Funds:							
Unrestricted/ designated reserves	8	152,833		152,833	110,734	-	110,734
Restricted Funds	9		122,906	122,906		79,601	79,601
		152,833	122,906	275,739	110,734	79,601	190,335

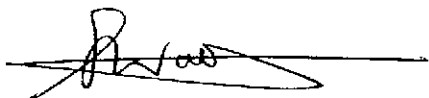
The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022, in accordance with Section 476 of the Companies Act 2006

The trustees acknowledge their responsibilities for

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

The financial statements were approved by the Executive Committee on 4th July 2023, and signed on their behalf by:



Stephen Watts

Director

The notes on page 11 to page 17 form part of these financial statements.

PRINCIPAL ACCOUNTING POLICIES**FOR THE YEAR ENDED 31st MARCH 2023**

Accounting Policies

The financial statements of the Charitable Company, which is a public benefit entity under FRS 102, have prepared under the historical cost convention and in accordance with the Companies Act 2006 and the Statement of Recommended Practice SORP (FRS 102) issued on 1st October 2019, applicable UK Accounting Standards and the Charities Act 2011.

Format

The company has taken advantage of the provisions of the Companies Act 2006 and presented an income and expenditure account in the form of a Statement of Financial Activities on the grounds that it enables the financial statements to show a true and fair view of the result for the year.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees or donor for particular purposes. The aim and use of each designated funds is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Grants are brought into account on a receivable basis.

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is stated inclusive of value added tax.

- Cost of Generating Funds are those costs incurred in attracting voluntary income.
- Charitable Activities include expenditure associated with direct services and membership support.
- Governance Costs include those incurred in the governance of the Charity and its assets.

PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 31st MARCH 2023

Tangible fixed assets and depreciation

Depreciation is calculated to write down the cost of all tangible fixed assets by instalments over the expected useful lives. The period generally applicable are:

Computer/IT equipment	25% straight line basis
Fixtures and fittings	25% reducing balance basis

Intangible income

Intangible income, in the form of donated facilities and voluntary help etc., is not included in the financial statements since it is not considered practicable to quantify such income.

Reserves

The Trustees as part of good financial management have decided to set aside from unrestricted free reserves a General Reserve of a minimum of six months running costs of the Charity.

The reserve level will be reviewed yearly.

Risk

The directors/trustees do not believe the organisation is subject to any substantial risk beyond those disclosed in the Annual Report and Accounts.

The organisation has employer and public liability insurance to protect it in the case of a claim.

1 Income from donations and legacies:

	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Donations, legacies & similar incoming resources	68,591	-	68,591	11,914	90	12,004
	68,591	-	68,591	11,914	90	12,004

2 Charitable activities:

	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Grants						
Kettering Town Council	4,000	-	4,000	-	-	-
North Northamptonshire Council	4,490	20,000	24,490	-	20,000	20,000
NNC HFS3	-	40,000	40,000	-	-	-
Henry Smith	-	36,500	36,500	-	35,800	35,800
Tudor Trust	-	22,000	22,000	-	26,666	26,666
National Lottery - Dignity In Crisis	-	57,939	57,939	-	57,085	57,085
Other	-	-	-	-	-	-
 Fundraising Events	-	-	-	-	-	-
Shop Income	56,904	-	56,904	61,449	-	61,449
Room Hire	1,952	-	1,952	780	-	780
Other	308	-	308	1,947	-	1,947
	67,654	176,439	244,093	64,176	139,551	203,727

3 Expenditure on charitable activities:

		2023			2022		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		£	£	£	£	£	£
Employment Costs	4	55,636	78,892	134,528	33,551	79,066	112,617
Telephone		7,172	1,379	8,551	3,985	1,424	5,409
Office costs, running costs		3,446	1,651	5,097	1,448	4145	5,593
Sundries		2,384	1,859	4,243	2,960	(40)	2,920
Volunteer & Staff Training		-	-	-	-	1,799	1,799
Volunteer Expenses		919	3,428	4,347	668	1837	2,505
DBS Checks		28	56	84	-	12	12
Course expenses'		600	3,325	3,925	-	1,000	1,000
Other Grant expenditure		4,546	5,132	9,678	9,082	15,183	24,265
Vehicle Hire, van etc.		960	3,997	4,957	-	2,629	2,629
Foodbank		6,130	986	7,116	4,528	-	4,528
Premises rent & room hire		6,521	17,669	24,190	4,950	15,224	20,174
Travel, subsistence & mileage		547	-	547	-	-	-
Equipment - Including Computer		1,637	316	1,953	1,953	745	2,698
Repairs & Renewals		-	769	769	-	1,288	1,288
Bank, and other Charges		82	-	82	72	-	72
Rates and Water		277	-	277	951	-	951
Professional fees		-	10,000	10,000	-	10,000	10,000
Insurance		-	-	-	559	300	859
Heat, light, cleaning		2,475	2,895	5,370	1,255	4,258	5,513
Independent Examination, accounting		1,500	330	1,830	900	3,108	4,008
Payroll Fees		270	450	720	-	703	703
Depreciation		86	-	86	115	-	115
		95,216	133,134	228,350	66,977	142,681	209,658

4 Trustees and Employees:

		2023			2022		
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		£	£	£	£	£	£
Wages and salaries		52,767	76,450	129,217	29,957	76,947	106,904
Employer national insurance		1,472	1,885	3,357	2,492	1,350	3,842
Employer pensions		1,397	557	1,954	1,102	739	1,841
Recruitment costs		-	-	0	-	30	30
		55,636	78,892	134,528	33,551	79,066	112,617

The equivalent number of full time employees 5.5 (2022 4).

During the year the trustees received no remuneration (2022: £nil). The total expenditure reimbursed to the trustees amounted to £nil (2022:£nil).

No employee earned in excess of £60,000 during the year.

5 Tangible Fixed assets

	Fixture and Fittings £	Computer Equipment Unrestricted £	Computer Equipment Restricted £	£
Cost				
At 1 April 2022	12,374	13,676	9,281	35,331
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2023	<u>12,374</u>	<u>13,676</u>	<u>9,281</u>	<u>35,331</u>
Depreciation				
At April 2022	12,028	13,676	9,281	34,985
Charge for year	86	-	-	86
At 31 March 2023	<u>12,114</u>	<u>13,676</u>	<u>9,281</u>	<u>35,071</u>
Net Book Value				
At 31 March 2023	<u>260</u>	<u>-</u>	<u>-</u>	<u>260</u>
At 31 March 2022	<u>346</u>	<u>-</u>	<u>-</u>	<u>346</u>

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
6 Debtors:						
Trade debtors	-	-	-	-	-	-
Other	2,773	-	2,773	1,553	-	1,553
Prepayments	603	28	631	787	-	787
	<u>3,376</u>	<u>28</u>	<u>3,404</u>	<u>2,340</u>	<u>-</u>	<u>2,340</u>

7 Creditors: Amounts falling due within one year

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Other creditors	(1,391)	(25)	(1,416)	(851)	(388)	(1,239)
Accruals	(1,500)	(485)	(1,985)	(1,072)	-	(1,072)
HMRC	(1,534)	-	(1,534)	(1,764)	-	(1,764)
	<u>(4,425)</u>	<u>(510)</u>	<u>(4,935)</u>	<u>(3,687)</u>	<u>(388)</u>	<u>(4,075)</u>

8 Unrestricted/ Designated Funds:

	At 01.04.22 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31.03.23 £
Unrestricted Reserve	65,685	70,611	(88,682)	(13,500)	34,114
General Reserve	34,000	-	-	13,500	47,500
Foodbank	11,049	66,704	(6,534)	-	71,219
	<u>110,734</u>	<u>137,315</u>	<u>(95,216)</u>	<u>-</u>	<u>152,833</u>

Unrestricted/ Designated Funds:

	At 01.04.21	Incoming Resources £	2022 Outgoing Resources £	Transfers £	At 31.03.22 £
Unrestricted Reserve	89,315	69,810	(62,449)	(30,991)	65,685
General Fund	-	-	-	34,000	34,000
Designated funds: Foodbank	9,272	6,305	(4,528)	-	11,049
	98,587	76,115	(66,977)	3,009	110,734

Restricted Funds:

9

	At 01.04.22	Incoming Resources £ in year	Outgoing Resources £ In year	Transfers £	At 31.03.23 £
Recycle/Upcycling Fund	5,540	20,000	(19,353)	-	6,187
Holiday Rangers	1,315	-	-	-	1,315
National Lottery - Dignity In Crisis	47,312	57,939	(59,232)	-	46,019
Henry Smith	6,923	36,500	(38,073)	-	5,350
NNC - HSF3	-	40,000	-	-	40,000
Tudor Trust	18,511	22,000	(16,476)	-	24,035
	79,601	176,439	(133,134)	-	122,906

	At 01.04.21	Incoming Resources £ in year	Outgoing Resources £ in year	Transfers £	At 31.03.2022 £
Dig Deep	741	-	-	(741)	-
Recycle/Upcycling Fund	8,045	20,000	(22,505)	-	5,540
Garfield Weston	15,172	-	(15,172)	-	-
National Lottery - Covid-19	2,480	-	(212)	(2,268)	-
Holiday Rangers	4,795	90	(5,570)	2,000	1,315
National Lottery - Dignity In Crisis	31,627	57,085	(41,400)	-	47,312
Henry Smith	7,834	35,800	(34,711)	(2,000)	6,923
Tudor Trust	14,956	26,666	(23,111)	-	18,511
	85,650	139,641	(142,681)	(3,009)	79,601

Dig Deep - Project to improve wellbeing and increase confidence working on an allotment

North Northamptonshire Council - grant to keep items out of landfill and providing low cost furniture.

National Lottery Fund - For the purchase of IT Equipment

Garfield Weston - to provide running cost support.

Henry Smith - to provide running costs support.

Tudor Trust - Improve access to support networks through a person centred volunteering model increasing opportunities for volunteers with more complex needs to reach their full potential

National Lottery - Holiday Rangers fund is to provide children during the summer holidays a chance to grow and cook meals in a holiday club.

NNC HSF3 - to enable support, food, fuel etc to be provide across the NNC area.

Ultimate Controlling Party:

- 10** The company is under the ultimate control of its Executive Committee, the members of which are shown at the front of these financial statements.