

Charity registration number 1154210 (England and Wales)



**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

# ENCOMPASS

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## LEGAL AND ADMINISTRATIVE INFORMATION

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**Trustees**

Victoria Barber (Chairperson)  
Martin Coles (Treasurer)  
Andrew Presland (Secretary)  
Cherly Lewis  
Chloe Cooper  
Jennie Bone  
Julie Robinson  
Kathy Franklin  
Paul Needle  
Terry Johnson

**Key Management Personnel**

Gary Brown  
Martyn Leonard  
Georgina Henson  
Matt Baker  
Lynne Prior

Chief Executive Officer  
Head of Finance & Services  
Homeless Services Manager  
Addiction Services Manager  
Foodbank Manager

**Charity number (England and Wales)**

1154210

**Auditor**

Ellacotts Audit Services Limited  
Countrywide House  
23 West Bar  
Banbury  
Oxfordshire  
England  
OX16 9SA

**Bankers**

Cooperative Bank PLC  
PO Box 250  
Delf House  
Southway  
Skelmersdale  
WN8 6WT

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## **REPORT BY CHAIR OF TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025**

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As Chair of Trustees, I am proud to present this year's annual report, which reflects the unwavering commitment, compassion, and resilience of the Encompass community. Despite the challenges facing our sector, we have continued to deliver life-changing support to those most in need across Northamptonshire.

This year has been marked by both transformation and growth. Our homeless services evolved significantly with the re-launch of the Corby Homeless Project as Envision, a supported accommodation initiative for individuals with complex needs. This partnership with North Northants Council, backed by SHAP funding, demonstrates our ability to adapt and innovate in response to changing needs.

Our residential rehabilitation programme continues to be a beacon of hope for men battling addiction. With a structured, phased approach rooted in the 12-Step model and holistic therapies, we've seen remarkable outcomes—not only in recovery statistics but in restored family relationships and community reintegration. The combined clean time of past residents now exceeds 163 years, a testament to the enduring impact of our work.

The foodbank services have faced unprecedented demand, with over 3,800 parcels distributed from Rushden alone, valued at approximately £190,000. We've responded to shifting demographics and economic pressures by adapting our delivery model and strengthening partnerships with local agencies.

Looking ahead, we are excited to launch a new 16-bed supported accommodation project in Rushden, which will enhance our capacity and improve staff-to-resident ratios. We are also actively working toward opening a second Recovery House, with a focus on supporting women trapped in cycles of addiction—a vital step in expanding our reach and inclusivity.

Throughout the year, our volunteers have been the backbone of our operations. From foodbanks to residential services, their dedication has enabled us to maintain 24/7 support and deliver services with warmth and dignity. Their contribution, though not reflected in financial statements, is invaluable.

We remain vigilant in our risk management, particularly around funding uncertainties and legislative changes. Our Trustees and management team continue to review and adapt our models to ensure sustainability and resilience.

In closing, I extend heartfelt thanks to our staff, volunteers, funders, and community partners. Your support enables Encompass to be a lifeline for so many. Together, we are not just providing services—we are restoring hope, dignity, and opportunity.



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Victoria Barber  
**Chair of Trustees**

Date: 21 10 25 .  
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# ENCOMPASS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 MARCH 2025

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The Trustees are pleased to present the Trustee's Report and Financial Statements for the 12 month period ended 31 March 2025.

Both the report and the financial statements have been prepared in accordance with financial accounting policies '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).

Many different people and organisations make our work possible, from our grant funders to North Northants Council, our residents who put effort and time into giving back to their community, to people who donate to our foodbank and to all those who donate financially and with their time. We are grateful to them all. We are incredibly grateful to our staff and volunteers for their hard work, enthusiasm and positivity. We look forward with commitment and hope for all those who benefit from the work of Encompass.

#### Objectives and activities

The purposes of the charity are as follows:

1. The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage, through the provision of accommodation and associated services to those facing homelessness and addiction; food banks and support for those in poverty; a day centre for all those who face these issues as well as those who are marginalised; advice and support for individuals in need
2. The promotion of the efficiency and effectiveness of charities with a Christian ethos for the public benefit in Northamptonshire in particular but not exclusively by the provision of advice and support to faith groups and practical assistance to voluntary and community sectors, statutory bodies and other agencies.

These purposes are achieved through service delivery for individuals, namely:

**Homeless Services:** Encompass runs two homeless accommodations, one in Rushden and another in Corby, with a total of 15 beds for individuals, all of which are single units with shared facilities.

The aim of the homeless accommodation is to identify barriers to individuals maintaining their own accommodation, and to help them overcome any barriers to reduce a potential return to homelessness. This might include, but is not limited to, addressing financial issues, teaching budgeting and ensuring they are entitled to the right benefits; domestic skills such as paying bills, cooking and cleaning; employment skills such as training schemes, engaging with the local job centre, and relevant IT skills; facilitating engagement with other specialist agencies such as addiction services.

Our aim is not just to provide a bed, but to have a longer term impact by supporting clients to address challenges and to facilitate a move-on into an environment that is suited to their needs. We continue to provide support once they have moved-on to try and ensure the accommodation is sustained. For some, the move-on most appropriate to them may be into a supported accommodation for longer term support, but for others, this could be straight into their own independent accommodation.

The aim to try and address the root cause and reduce cyclical homelessness not only resolves the issue of an individual being homeless, but also helps reduce pressure on the local council to respond to rough sleeping and also reduces the use of NHS services. We aim to resolve financial challenges as a priority and therefore, reduce the impact on the welfare state and reduce reliance on crime, such as theft, to survive. There are longer term economic benefits for those that go back into work or who volunteer.

In 2025, Corby Homeless Project closed and was re-launched as Envision, a Supported Accommodation for Homeless Individuals with multiple complex needs. This partnership project with North Northants Council followed a successful tender process for a multi year grant from the SHAP funding stream.



# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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**Residential Rehab:** Encompass operates a Rushden-based rehabilitation programme supporting individuals struggling with substance addiction. The initial stage runs for six months in a primary care residence that accommodates up to eight people at a time. The programme is grounded in the 12-Step approach, enhanced by holistic therapies and the recovery capital model. Therapeutic activities are delivered both onsite and within the wider community.

After this first stage, clients move into one of two follow-on houses, offering a further eight beds in total, where they complete a three-month aftercare plan. This phased approach supports a gradual transition to independent living. Residents are also required to engage in meaningful community activity—such as volunteering, education, training, or employment—which helps strengthen their long-term recovery and integration into society.

The programme equips individuals with the tools to overcome addiction while fostering a supportive recovery community that others in remission can also access. It additionally seeks to address the wider impact of addiction on families, friends, and the community.

By helping residents rebuild their lives, the programme often restores family roles—enabling participants to become present fathers, supportive partners, and connected family members once more.

The benefits also extend to society at large, including reductions in crime and NHS pressures linked to substance misuse. Through volunteering, training, and eventual employment, residents contribute positively to the economy and reduce reliance on the benefits system.

**Food Banks:** Encompass operates 3 foodbanks in Rushden (serving Rushden, Higham and Wymington), Raunds (serving Raunds and surrounding villages) and Thrapston (serving Thrapston and surrounding villages). Although each operates slightly differently to reflect the needs of the communities they serve all have the same ethos of supporting people with food and other household essentials in times of crisis. Encompass are committed to supporting our clients in resolving the crisis they face and also regularly signpost people to other local services who can assist them in making sustainable changes.

The foodbanks are reliant on receiving donations of food, household goods and toiletries from the local community. During the year the need has outstripped the donations, but Encompass has been fortunate in securing several grants to 'top up' stock.

Encompass relies heavily on volunteers to deliver the services and are fortunate in having a good team of willing people to carry out the various roles essential for a smooth-running operation. These are led by the Foodbank Manager, Lynne Prior.

Encompass operates from our head office in Rushden which also houses its Rushden foodbank, as well as a drop in centre and base for other agencies working to support local residents in need. This centre provides a place for agencies to come together to ensure their services are as accessible as possible to people who may be homeless or facing addiction, who find it harder to get to appointments. It also provides an accessible and free café, facilities for laundry and showers for those who are rough sleeping and support with 'life admin' to enable people to stay in accommodation.

**Support of Charities & projects with a Christian Ethos:** Action under this purpose mainly took the form of the continued production of an East Northants Faith Group Newsletter, providing information on local community projects and related information for faith groups and other community groups, such as relevant funding sources and statistics. Seven editions were issued during the period, being circulated mainly by email to over 300 individuals or groups. In addition, members of the Rushden and Higham Ferrers Council of Churches were regularly updated directly on the work of Encompass.

# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### **Achievements and performance**

*Significant activities and achievements against objectives*

#### **Homeless Services**

Our homeless services, comprising of our two accommodations, saw continuing increasing demand from previous years. This reflects the ongoing economic and social challenges facing North Northamptonshire residents, a lack of social housing availability and a private rental sector which is particularly difficult to access for those already living in poverty or without secure employment. We worked closely with the local authority to try and house individuals who were suited to our service, and to move people on into accommodation that is the most effective for them.

The achievement and performance of the homeless services are measured in both how many bed spaces we can provide to people who would otherwise be sleeping on the streets, and how many individual people we can provide a bed for, whilst also ensuring we have a longer term impact than 'just a bed'. Our aim is not to house as many people as possible for a short time, but to provide a space where we can address barriers to housing effectively, even if that takes longer than anticipated. We also view success as being able to provide more than just a bed, whether this is access to counselling, support with opening a bank account, teaching them domestic skills or financial skills, amongst others.

We offer intensive support to all of our residents to help them identify and address the underlying causes of their homelessness. This work is client centred and delivered by staff trained in trauma informed practice and ensures that our residents find their time with us to be truly transformational.

#### **Accommodations**

- We received 111 referrals to our accommodations (2023/24: 163)
- 44 people resided with us at some point during the period (2023/24: 51)
- 15 were resident with us at the end of the year (2023/24: 15)
- 21% of those individuals were moved into their own permanent housing (2023/24: 64%)
- The average stay was 182 days (2023/24: 159 days)
- We provided a total of 4644 nights in a home for people who would otherwise be rough sleeping or sofa surfing (2023/24: 4848)
- 144 other individuals who were not resident were also supported via sleeping bags, food, hot drinks and being helped with laundry (2023/24: 315)
- In total, 5 people who lived with us during the year were asked to leave and were what we determine to be a negative outcome. (2023/24: 8)
- In total, we rejected 6 referrals to the service. The difference between the number of referrals received and those who were either resident with us or rejected, was primarily due to there not being space at the time of referral or that they did not engage with the process after the point of referral

#### **Addiction Services**

Our residential rehab for men is a longer-term programme, and as such we do not measure success by how many people we get through the door. Due to the length of the programme, we believe the longer-term impact is greater. The initial phase takes 6 months and the second and third phase another 6-12 months total. Therefore, it is hard to see the full impact of our work within a defined 12-month period

To try and combat this, we have started using the outcome star within our rehab service, so that we can effectively monitor the improvements in all areas that our residents make in the year. We have also incorporated our success from previous years to demonstrate the impact we have had.

In 2024/25 our rehab had:

- 13 individuals completed the initial primary care rehab phase
- 8 were still resident at the end of the year
- Of those who entered our aftercare programme, 94% completed their aftercare plan
- 77% of those who completed aftercare in 2024/25 are still successfully managing their addiction at the time of writing



# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- Of the 10 men who entered the programme and who had children:
  - 4 did not have contact prior to rehab
  - 3 now have regular contact
  - 1 has begun to rebuild the relationship

We have been completing outcome stars with residents over a 12 month period where we track progress improvements in 10 recovery capital areas on a scale of 1 – 10. Below are the average point increases in each of these areas:

Wellbeing area	Average point score increase
Self-care living skills	6.00
managing money	5.67
social networks and relationships	6.00
drug and alcohol misuse	6.50
physical health	6.83
mental health	5.83
meaningful use of time	6.33
managing tenancy and accommodation	2.83
offending	5.00
motivation and taking responsibility	5.50

For those who complete the primary and aftercare programme, we encourage them to engage in some form of volunteer work, training, education or employment. Of those who completed the aftercare plan in 2024/25 and started the transition back into society:

- 100% of them undertook volunteer work
- 65% gained employment
- 35% began education or training
- 90% of them were moved from our aftercare into their own, safe accommodation

**Longer term impact:** In August 2025 we held our annual reunion for those that have maintained their abstinence since moving on from our rehab project. The combined clean time of past residents at this event was over 163 years with over 50 invites sent out. All these individuals are positively contributing towards society, either through employment, volunteering, or training, positive family relationships and supporting others through recovery. Each of these individuals' recovery will positively affect the lives of their family members, close friends, children, and partners. Personal recovery also contributes to the mental, physical, relational, and emotional well-being across the individual's wider circle. We also recognise that most, if not all these individuals were engaging in criminal activity whilst in active addiction and are now no longer doing so.

### **Food Banks**

Encompass deliver three foodbank projects, one in Rushden, one in Raunds, and one in Thrapston. In total over 4,200 parcels were distributed across the region in the 12 months leading up to April 2025. In Rushden alone there was also an additional 3,758 instances of clients receiving support in the form of fresh produce, goods donated by our local retailers, distributors and manufacturers. These were clients who did not want or did not qualify for full food parcels but were still needing some support to manage.



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## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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The number of homeless people we support remains high and in the 12 month period to 31 March 2025 a total of 313 parcels were distributed that were suitable for someone homeless with no access to cooking facilities. We also provide them with sleeping bags, warm clothing, flasks, trainers, back packs and other essentials.

To help families during the summer holidays each foodbank provided additional support for the children. Rushden foodbank gave out 70 extra child friendly parcels during this time.

At Christmas each foodbank supported clients with additional food and seasonal items. Thrapston and Raunds gave out Christmas hampers. Thrapston distributed 25 hampers and Raunds 59. Rushden, who operated a different system of letting clients select from a range of goods supported 208 households.

Our aim with the foodbank has always been to try and resolve the financial crisis that someone is experiencing whatever the cause. We have a good relationship with various organisations e.g. Community Law and Employment Plus who will accept referrals to help with financial difficulties. For several months in the autumn of 2024 an outreach worker from Kettering Citizens Advice was based in the foodbank on a Thursday morning. This made support for more people available. Unfortunately, it was a short term project which has now ended.

In the autumn of 2024, a café was opened on a Wednesday morning offering light cooked meals e.g. beans on toast, soup, and hot and cold drinks to anyone in the community who wished to access it. We registered with the Warm Spaces scheme and throughout the winter provided warmth, refreshments and company to between 8 and 18 people a week. Most of the individuals also accessed the foodbank. The café continued after the winter and although numbers dropped in the spring continued to be used by between 5 and 10 people a week.

To increase the awareness of the local community of the foodbanks a representative from the foodbank has given several short talks during the year. These have included speaking to St Mary's Ladies Group, a cub and scout troop and a local school. We need the support of people in the community and always take any opportunity that is offered to have a presence.

Our achievements for 2024 to 2025 include:

- A better working relationship across the 3 foodbanks, supporting each other when stocks are low
- The establishment of the café
- The growth of the Wednesday afternoon foodbank session in Rushden which early in 2024 only supported approximately 5 clients a week to by April 2025 supporting up to 20 people a week.
- Maintaining a high level of support for those living in all 3 Foodbank catchment areas who are struggling financially.

Our foodbanks are the beneficiary of significant donations in kind from local residents and several local businesses. We estimate the value of this produce to be in excess of £154,000 and makes an immeasurable impact in the lives of those struggling in our communities.

### **Future Plans**

The forthcoming year looks set to be another significant year in the life of Encompass. In autumn 2025, we will open a large new supported accommodation project for those experiencing homelessness in Rushden. This follows the successful completion of a long term lease on a large 16 bedroom HMO property at 50 High Street South. This will allow us to alter the model and improve the staff to resident ratio's in what is currently known as Rushden Homeless Project. This exciting new opportunity means Encompass can support a greater number of Northamptonshire residents who are facing or experiencing homelessness than we have been able to up until now.

We continue to work hard to be in a position to open a second Recovery House drug and alcohol rehabilitation project in Northamptonshire, with a particular focus on meeting the needs of women stuck in a cycle of addiction. It is our intention to achieve this aim in the forthcoming financial year.

### **Public Benefit**

Encompass provides a range of services to those in need, primarily those experiencing poverty, homelessness, and addiction, as well as loneliness and marginalisation. In nearly all cases, the secondary impact of these issues goes beyond the individual, with a high proportion of the clients being involved in crime, having reliance on benefits, unemployment, mental and physical health issues, and negative personal relationships. By addressing the root cause, these secondary issues are both passively and actively addressed by the charity, thus reducing the impact on the wider public.

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## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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The Trustees have given regard to the Charity Commission's guidance and their duty in Section 4 of the Charities Act 2006 regarding public benefit and believe the activities and aims of the organisation satisfy the public benefit requirement.

### Financial review

Results for the year end are shown in the detailed financial statements below. These should be read in conjunction with the narrative in the annual report as well as the notes. All the information has been produced in accordance with the Charities Statements of Recommended Practice (SORP).

### Income

The total income has increased 9.4% (pro rata) between the 15-month period to 31 March 2024 and the year to 31 March 2025. The breakdown of income sources is as follows:

- 44% Housing Benefit (2024: 47%) (including welfare benefits from residents)
- 35% Grants (2024: 23%) (councils, trusts and foundations)
- 8% Other Income (2024: 8%) (individuals, groups, corporations and companies).
- 13% In Kind Donations (2024: 22%) (Non-financial donations)

Encompass receives a number of 'In Kind Donations' which help it deliver its charitable aims. It has identified these in the financial statements under 'In Kind Donations' and incorporates primarily the donations of food, household items and toiletries for its food bank delivery, and free use of buildings for storage for the foodbanks.

### Expenditure

The total expenditure has increased 1.14% (pro rata) between the 15-month period to 31 March 2024 and the year to 31 March 2025. The breakdown of expenditure is as follows:

- 52% Staffing Costs (2024: 42%) (including recruitment, training, travel, subsistence)
- 19% Premises Costs (2024: 19%) (including rent, rates, insurance and utilities)
- 24% Resident/Client costs (2024: 36%) (food, household goods, travel)
- 5% Governance (2024: 3%)

We anticipate a continuing increase in costs into 2025/6. The minimum wage increase is significant and will require staff costs to increase more than historically, utility bills are not likely to decrease significantly in the short term and the cost of general living items such as food and household goods continues to increase in price, which are items that form part of our service delivery for our residents.

At the year end of 2024/5 we had a surplus of £221,911. The surplus was largely due to the receipt of restricted grants for the capital purchase of the freehold property at Church Street and the minibus.

### Acknowledgements

Whilst housing benefit makes up a large portion of our income, this is not enough to fund everything we do, and we would not achieve what we do each year without the support of companies and businesses, community groups, other charities, grant makers, trusts and foundations and those individuals in the community who support us each month. Whether this support is financial through a monthly or one-off donation, is a large grant to fund our work or equipment purchase or is a company that donates food to us each month, we are very grateful. Your contribution helps to keep people fed, Sheltered and free from addiction.

It is not possible to mention everyone that supports us here, especially all the individuals who donate, however we have included the organisations that supported us in 2024/5 in our Impact Report which can be found on our website.

### Funds and Reserves

At the end of the financial period, 31 March 2025 the charity had £625,762 total reserves carried forward (2024: £403,771). This consisted of:

- £558,556 unrestricted funds (2024: £246,723)
- £67,206 restricted funds (2024: £157,050)

The total free reserves (unrestricted funds minus tangible fixed assets) total £317,871 (2024: £229,841).



# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### *Reserves policy*

The funding of the Charity's activities is dependent on benefits, including Housing Benefit, Universal Credit, and other associated benefits (44% in 2024/5), grants (35% in 2024/5) and donations (8% in 2024/5). The primary vulnerabilities within the charity's finances are changes within public sector policy relating to Housing Benefit and welfare benefits. The Charity is also dependent on securing a number grants each year for its operation which carries risk should these not be secured. The charity also experiences fluctuations in income when occupancy of our projects is lower than anticipated, normally due to unexpected departures and turn-around times for bedrooms to be prepared for new residents.

In 2024/5, 21% (2024: 32%) of the Charity's expenditure was on its Addiction Rehabilitation Activity which operates on a six-month cycle. Similarly, the average length of stay in our homeless accommodation provisions is 182 days (2024: 159 days) before being moved on. In the event of a change in income in the worst-case scenario, it would likely take 6-8 weeks to reaccommodate those who are homeless, and maximum 6 months for those in the rehab to complete the programme.

The Trustees feel that putting the beneficiaries at the forefront of any financial challenges, whether that is due to an unexpected loss of funding or a cash flow issue, should be what determines our Reserve level. On this basis, it is the decision of the Board of Trustees that a 6-month reserves level equivalent to four months of total annual expenditure is appropriate.

The reserve fund is held in the bank Current Account and is reviewed regularly by the Trustees at Board meetings. It is also used for month-by-month changes in cash flow if required.

It is recognised that at the end of the 2024/5 financial year, the free reserves level (unrestricted funds minus tangible fixed assets) is currently at £317,871 which is approximately 3 months of total expenditure. The Trustees have recognised that this is due to the expenditure of the charity increasing significantly in recent years and the reserves level, whilst they have also increased, have not increased in proportion to this. Part of the strategic plan is to pursue other sources of income to increase levels of unrestricted funds, and to identify other opportunities for service delivery which will contribute towards these funds.

### *Major risks*

#### **Risk Management**

Encompass holds a risk register which is reviewed on a quarterly basis by the Trustees. Identification of new risks between the reviews is delegated to the CEO and the Chairman as part of the reporting and supervision structure. Day to day management of the risks is delegated to the CEO. Any new risks that are identified are raised with the Board at the next meeting, or if more urgent, this is done sooner in order to put in place mitigation measures.

Throughout 2024/25, there were no risks identified that were deemed to be unmanageable or for which risk mitigation measures could not be put in place. At the end of 2024/25 and looking forward to 2025/26, the following risks were identified as the primary risks to the organisation:

Risk	Mitigation
Risk of economic downturn resulting in decrease in funds available to the third sector. Changing political climate and resulting impact on established funding routes for homelessness, addiction and poverty work.	Follow political trends and engage with politicians who have influence. Follow closely developments in associated legislation.
Developments in Employment Law impacting on our operational models.	Introduce a legal register and track and plan for changes prior to impact.
Our homeless and addiction residential projects are majority funded through enhanced housing benefit. Whilst this funding route is invaluable in meeting otherwise unmet needs, we are aware that it could be subject to change in coming years and therefore must consider this eventuality a risk.	Continually review our delivery models and achieve efficiencies. Create business plan covering each project, including detailed financial projections, demonstration and analysis of need and evidence of outcomes. Consider supplementary funding streams that could diversify the funding model for each of our streams of work.



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## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Contribution made by volunteers

Encompass is incredibly lucky to have the support of volunteers to enable the delivery of its work.

Rushden, Higham, Raunds and Thrapston food banks operate almost exclusively due to the volunteers that give up their time and support to deliver the service.

Recovery House relies on volunteers to ensure it has 24/7 provision of staffing, to ensure someone is always available for individuals to access support, ensuring the security and safety of the project.

Both our homeless accommodations also utilise volunteers to provide additional support to residents, cooking meals, to help with collecting and sorting donations, translating and to provide 24/7 support.

We also have volunteers who help on an ad-hoc basis with collections and deliveries, administration in the office, extra support at Christmas with our Christmas event.

Encompass could not deliver the services it does without the support of its volunteers. The contribution of volunteers is not included in the financial statements and it is not possible to attribute a true monetary value to the time and difference that they make.

### **Structure, governance and management**

Encompass is a Charitable Incorporated Organisation (CIO) registered in England and Wales (no 1154210), first constituted with the Charity Commission on 15th October 2013, last amended 3rd May 2022. In 2022, the charity changed its name from East Northants Faith Group (ENFG) with a working name of East Northants Community Services (ENCS), to Encompass, with effect from 3rd May 2022. The constitution was updated to reflect the change of name and a change of the charitable objectives and was also approved by the Charity Commission from this date. The working name of ENCS has been retained with the Charity Commission to allow a period of transition.

The trustees who served during the year and up to the date of signature of the financial statements were:

Victoria Barber (Chairperson)

Martin Coles (Treasurer)

Andrew Presland (Secretary)

Cherly Lewis

Chloe Cooper

Jennie Bone

Julie Robinson

Kathy Franklin

Paul Needle

Terry Johnson

### *Recruitment and appointment of trustees*

Vacancies for new Trustees are advertised locally and nationally. Potential new Trustees follow a selection process which includes being interviewed by fellow Trustees and an informal meeting with the CEO, as well as shadowing of a Board meeting, and an invitation to visit the charity's services to meet staff and volunteers. New Trustees will be elected pending the successful selection process and the completion of subsequent documentation such as a DBS check, personal references, a self-disclosure form and a conflict-of-interest form. The charity's Trustee Handbook describes the role and the duties of a Trustee, personal specifications, the code of conduct for the Trustee and governance policies on conflict of interest, persons with significant control, the recruitment of Trustees and the expenses policy.

Trustees are recruited to enhance the skillset of the Board. The performance and skillset of the Board is reviewed informally at the end of each Board meeting, and on an ongoing basis. When skills gaps are identified, we proactively recruit additional trustees into the team to meet this need.

# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### *Organisational structure*

Whilst Trustees retain overall responsibility for the organisation, the day to day management of this is delegated to the Chief Executive Officer, who reports to the whole Board on a monthly basis and meets regularly with the Chairman, Treasurer as well as other Board members informally. The CEO is supported by a Head of Finance and Services and three Service Managers (Homelessness, Addiction & Foodbanks). These roles comprise the Management Team and the Key management personnel reflected in the financial statements.

The CEO is responsible for implementing the decisions and policies, as well as the business plan and budgets that are approved by Trustees. The CEO and the senior managers have financial authority to approve expenditure up to a limit as outlined in the financial authority policy after which it must be approved by Trustees or, depending on the amount, the whole Board.

The Board of Trustees meet 9 months of the year, with the CEO in attendance but not voting on the decisions taken. The Board also conducts extra meetings as needed if there is a particular issue requiring a decision or action. The Chairman meets with the CEO on at least a monthly basis, often more regularly, and the Treasurer also meets with the Finance Manager and CEO, on average on a monthly basis. At present the charity does not have any sub-committees or task and finish groups.

### *Remuneration policy*

The remuneration of key management personnel, and the rest of the employed staff, is determined on an annual basis during the budget setting period for the following year. The recommendation for pay is provided by the Treasurer and Chairman and agreed by the rest of the Board. Consideration is given to the minimum wage, national living wage and industry and geographical comparisons when setting salaries as well as consideration to charity finances. Trustees are not remunerated but may claim expenses for travel.

### **Statement of Trustees' responsibilities**

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales 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 charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with 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. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# ENCOMPASS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Public Benefit

Encompass provides a range of services to those in need, primarily those experiencing poverty, homelessness, and addiction, as well as loneliness and marginalisation. In nearly all cases, the secondary impact of these issues goes beyond the individual, with a high proportion of the clients being involved in crime, having reliance on benefits, unemployment, mental and physical health issues, and negative personal relationships. By addressing the root cause, these secondary issues are both passively and actively addressed by the charity, thus reducing the impact on the wider public.

The Trustees have given regard to the Charity Commission's guidance and their duty in Section 4 of the Charities Act 2006 regarding public benefit and believe the activities and aims of the organisation satisfy the public benefit requirement.

This report was presented and approved by the Board of Trustees



Victoria Barber (Chairperson)

**Chair of Trustees**

Date: 21.10.25.



# ENCOMPASS

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ENCOMPASS

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### Opinion

We have audited the financial statements of Encompass (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011.

### 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity 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 charity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

# ENCOMPASS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ENCOMPASS

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### Responsibilities of trustees

As explained more fully in the statement of Trustees' responsibilities, the trustees 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 charity'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 cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report 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.

### Extent to which the audit was considered capable of detecting irregularities, including fraud

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), We exercise professional judgment and maintain professional scepticism throughout the audit. We also performed the following procedures:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of entity staff in compliance functions to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Reviewed income and expenditure to ensure classified to the appropriate fund.
- Reviewed minutes of board meetings for matters relevant to the audit.
- Auditing the risk of management override of controls, including thorough testing of journal entries and other adjustments for appropriateness, and evaluating the rationale of significant transactions outside the normal course of business for the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.



# ENCOMPASS

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF ENCOMPASS

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### Use of our report

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



**Leigh Dudley FCCA (Senior Statutory Auditor)**

For and on behalf of Ellacotts Audit Services Limited, Statutory Auditor

Chartered Accountants

Countrywide House

23 West Bar

Banbury

Oxfordshire

OX16 9SA

England

Date: ..... 2/11/25 .....



# ENCOMPASS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<b>Income from:</b>							
Donations and legacies	3	45,964	215,270	261,234	50,926	390,276	441,202
Charitable activities	4	643,750	485,358	1,129,108	821,784	325,116	1,146,900
<b>Total income</b>		<u>689,714</u>	<u>700,628</u>	<u>1,390,342</u>	<u>872,710</u>	<u>715,392</u>	<u>1,588,102</u>
<b>Expenditure on:</b>							
Raising funds	5	-	-	-	18,915	29	18,944
Charitable activities	6	645,879	592,472	1,238,351	763,525	663,258	1,426,783
<b>Total expenditure</b>		<u>645,879</u>	<u>592,472</u>	<u>1,238,351</u>	<u>782,440</u>	<u>663,287</u>	<u>1,445,727</u>
<b>Net income</b>		<u>43,835</u>	<u>108,156</u>	<u>151,991</u>	<u>90,270</u>	<u>52,105</u>	<u>142,375</u>
Transfers between funds		268,000	(198,000)	70,000	2,550	(2,550)	-
<b>Net movement in funds</b>	8	311,835	(89,844)	221,991	92,820	49,555	142,375
<b>Reconciliation of funds:</b>							
Fund balances at 1 April 2024		246,721	157,050	403,771	153,901	107,495	261,396
<b>Fund balances at 31 March 2025</b>		<u>558,556</u>	<u>67,206</u>	<u>625,762</u>	<u>246,721</u>	<u>157,050</u>	<u>403,771</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**ENCOMPASS**

**BALANCE SHEET**

**AS AT 31 MARCH 2025**

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	12		240,685		16,880
<b>Current assets</b>					
Debtors	13	126,808		61,298	
Cash at bank and in hand		325,018		458,730	
		451,826		520,028	
<b>Creditors: amounts falling due within one year</b>	14	(66,749)		(133,137)	
<b>Net current assets</b>			385,077		386,891
<b>Total assets less current liabilities</b>			625,762		403,771
<b>The funds of the charity</b>					
Restricted income funds	16		67,206		157,050
Unrestricted funds	17		558,556		246,721
			625,762		403,771

The financial statements were approved by the trustees on 21.10.25.

  
 .....  
 Victoria Barber (Chairperson)  
 Chair of Trustees

# ENCOMPASS

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	21		100,788		142,065
<b>Investing activities</b>					
Purchase of tangible fixed assets		(234,500)		(21,099)	
<b>Net cash used in investing activities</b>			(234,500)		(21,099)
<b>Net cash generated from financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(133,712)		120,966
Cash and cash equivalents at beginning of year			458,730		337,764
<b>Cash and cash equivalents at end of year</b>			325,018		458,730



# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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### 1 Accounting policies

#### 1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

---

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Allocation of support costs Resources expended are allocated to a particular activity where the cost relates directly to that project. The cost of overall direction and administration of each activity consists of salary and overhead costs for the central function. This is apportioned on the following basis which is an estimate based on staff time and the amount attributable to each activity.

- Rehab and aftercare projects 34%
- Foodbank projects 11%
- Corby Homeless Project 37%
- Rushden Homeless Project 18%

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straightline
Motor vehicles	5 years straightline

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

---

### 1 Accounting policies

(Continued)

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.



# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	45,964	215,270	261,234	50,926	390,276	441,202

### 4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Incoming Resources</b>						
Benefits	584,964	13,795	598,759	753,976	-	753,976
Residents Service	16,095	-	16,095	20,578	-	20,578
Performance related grants	18,753	471,563	490,316	40,310	324,902	365,212
Fundraising	2,380	-	2,380	6,007	214	6,221
Other income	21,558	-	21,558	913	-	913
	643,750	485,358	1,129,108	821,784	325,116	1,146,900

### 5 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Fundraising and publicity</b>						
Seeking donations, grants and legacies	-	-	-	18,915	29	18,944

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 6 Expenditure on charitable activities

	Support Costs 2025 £	Support Costs 2024 £
<b>Direct costs</b>		
Staff costs	502,701	500,549
Resident costs	346,398	499,740
Facilities	195,524	232,892
Staff & volunteer costs	11,950	22,299
Governance	23,471	31,706
	<u>1,080,044</u>	<u>1,287,186</u>
<b>Share of support and governance costs (see note 7)</b>		
Support	123,543	124,229
Governance	34,764	15,368
	<u>1,238,351</u>	<u>1,426,783</u>
<b>Analysis by fund</b>		
Unrestricted funds	645,879	763,525
Restricted funds	592,472	663,258
	<u>1,238,351</u>	<u>1,426,783</u>

### 7 Support costs allocated to activities

	2025 £	2024 £
Staff costs	93,356	83,019
Depreciation	10,695	4,712
Facilities	11,764	29,929
Staff and Volunteer Costs	7,728	6,569
Governance	34,764	15,368
	<u>158,307</u>	<u>139,597</u>
<b>Analysed between:</b>		
Support Costs	<u>158,307</u>	<u>139,597</u>

### 8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	12,000	12,000
Depreciation of owned tangible fixed assets	<u>10,695</u>	<u>4,712</u>

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

### 10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	31	25
<b>Employment costs</b>	<b>2025</b>	<b>2024</b>
	£	£
Wages and salaries	548,654	540,342
Social security costs	37,043	33,462
Other pension costs	10,360	9,764
	596,057	583,568

There were no employees whose annual remuneration was more than £60,000.

#### Remuneration of key management personnel

The remuneration of key management personnel in the year was £144,438  
(2023: £108,941)

### 11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.



# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 12 Tangible fixed assets

	Freehold land and buildings	Motor vehicles	Total
	£	£	£
<b>Cost</b>			
At 1 April 2024	-	25,811	25,811
Additions	210,000	24,500	234,500
Disposals	-	(4,712)	(4,712)
	<u>210,000</u>	<u>45,599</u>	<u>255,599</u>
At 31 March 2025	210,000	45,599	255,599
<b>Depreciation and impairment</b>			
At 1 April 2024	-	8,931	8,931
Depreciation charged in the year	2,800	7,895	10,695
Eliminated in respect of disposals	-	(4,712)	(4,712)
	<u>2,800</u>	<u>12,114</u>	<u>14,914</u>
At 31 March 2025	2,800	12,114	14,914
<b>Carrying amount</b>			
At 31 March 2025	<u>207,200</u>	<u>33,485</u>	<u>240,685</u>
At 31 March 2024	<u>-</u>	<u>16,880</u>	<u>16,880</u>

### 13 Debtors

	2025	2024
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	119,066	44,037
Other debtors	-	10,000
Prepayments and accrued income	7,742	7,261
	<u>126,808</u>	<u>61,298</u>

### 14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	10,288	-
Trade creditors	2,605	-
Accruals and deferred income	53,856	133,137
	<u>66,749</u>	<u>133,137</u>

### 15 Retirement benefit schemes

	2025	2024
	£	£
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	<u>10,360</u>	<u>9,764</u>

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 15 Retirement benefit schemes

(Continued)

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
MoH Rough Sleeper Initiative (ENC)	141	101,745	(100,140)	-	1,746
Raunds Food Bank	34,702	10,087	(20,000)	-	24,789
Thrapston Food Bank	30,522	6,991	(16,000)	-	21,513
Counsellor - NNC - Homeless Prevention	5,233	-	(5,233)	-	-
Rushden & Higham Food Bank	32,227	17,432	(34,000)	-	15,659
NNC - Corby Homeless Project	11,461	119,622	(131,083)	-	-
29th May 1961 Charitable Trust*	5,000	10,000	-	(15,000)	-
King Baudouin Foundation	3,859	-	(1,196)	-	2,663
Raunds Fruit & Veg	1,152	660	(1,812)	-	-
Benham Charitable Trust*	2,000	-	-	(2,000)	-
Marsh Christian Trust*	500	-	-	(500)	-
Charity Link	200	-	(200)	-	-
Sir Derek Greenaway Foundation*	250	-	-	(250)	-
Brownless Trust*	200	-	-	(200)	-
Young at Heart	1,106	1,100	(1,370)	-	836
LXB Properties	27,051	-	(27,051)	-	-
Co-op Local Community Fund	1,196	-	(1,196)	-	-
Church St Purchase	250	185,750	(5,950)	(180,050)	-
Donations in Kind	-	179,297	(179,297)	-	-
Household Support Fund	-	67,444	(67,444)	-	-
FB Neighbourly (Sainsbury's)	-	500	(500)	-	-
	<u>157,050</u>	<u>700,628</u>	<u>(592,472)</u>	<u>(198,000)</u>	<u>67,206</u>

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 16 Restricted funds

(Continued)

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
MoH Rough Sleeper Initiative (ENC)	292	-	(151)	-	141
Raunds Food Bank	23,955	93,956	(83,209)	-	34,702
Thrapston Food Bank	15,837	108,789	(94,611)	507	30,522
Counsellor - NNC - Homeless Prevention	4,283	1,250	(300)	-	5,233
Rushden & Higham Food Bank	26,825	185,206	(179,804)	-	32,227
NNC - Corby Homeless Project	16,160	118,094	(122,793)	-	11,461
Church St Purchase	250	-	-	-	250
NCF - Margaret Griffen Community Fund	2,291	-	(2,291)	-	-
Co-op Local Community Fund	-	2,753	(1,557)	-	1,196
29th May 1961 Charitable Trust	5,000	-	-	-	5,000
King Bauldoun Foundation	3,915	-	(56)	-	3,859
Raunds Fruit and Veg	851	760	(459)	-	1,152
Benham Charitable Trust	2,000	-	-	-	2,000
Marsh Christian Trust	500	-	-	-	500
Charity Link	200	-	-	-	200
Sir Derek Greenaway Foundation	250	-	-	-	250
Brownless Trust	200	-	-	-	200
LXB Properties	-	35,000	(7,949)	-	27,051
Young at Heart	430	1,529	(853)	-	1,106
Household Support Fund	-	152,429	(149,879)	(2,550)	-
Other	4,256	15,626	(19,375)	(507)	-
	<u>107,495</u>	<u>715,392</u>	<u>(663,287)</u>	<u>(2,550)</u>	<u>157,050</u>



# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 16 Restricted funds

(Continued)

Ministry of Housing - Rough Sleeper Initiative (ENC) - Towards funding an Outreach Worker and providing addition accommodation provision to clients  
Raunds Food Bank - To provide support to those in need and food poverty  
Thrapston Food Bank - To provide support to those in need and food poverty  
Counsellor Service - NNC - Homeless Prevention - Counselling Service for clients  
Rushden & Higham Food Bank- To provide support to those in need and food poverty.  
NNC - Corby Homeless Project - To provide short to medium term housing to the homeless  
29th May 1961 Charitable Trust - Towards purchase of new building  
King Baudouin Foundation - Toward Corby Homeless Project Garden Project  
Benham Charitable Trust - towards purchase of Church St building and day centre  
Marsh Christian Trust - Towards purchase of equipment for new building and day centre  
Charity Link - Purchase of chest freezer at new day centre  
Sir Derek Greenaway Foundation - Towards purchase of equipment for new building and day centre  
Brownless Trust - Towards purchase of equipment for new building and day centre  
Household Support Fund - Issued by local government to support clients in need  
Young at Heart - Corby Homeless Project - To aid move on for clients  
LXB Properties - Funding for Rushden foodbank  
Co-op Local Community Fund - To assist with the running of the Day Centre  
Church Street Purchase - The purchase of a day centre and office building on Church Street, Rushden.  
FB Neighbourly (Sainsbury's): To provide food for those in need  
Raunds Fruit & Veg: Towards food for those in need at the Raunds food bank

\*These amounts have been presented separately to show the movement in opening balance but form part of the Church St Purchase

### 17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
General funds	246,721	689,714	(645,879)	268,000	558,556
<b>Previous year:</b>	<b>At 1 April 2023 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Transfers £</b>	<b>At 31 March 2024 £</b>
General funds	153,901	872,710	(782,440)	2,550	246,721

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>			
Tangible assets	240,685	-	240,685
Current assets/(liabilities)	317,871	67,206	385,077
	<u>558,556</u>	<u>67,206</u>	<u>625,762</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Tangible assets	16,880	-	16,880
Current assets/(liabilities)	229,841	157,050	386,891
	<u>246,721</u>	<u>157,050</u>	<u>403,771</u>

### 19 Operating lease commitments

#### Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	89,843	77,611
Between two and five years	99,882	129,630
	<u>189,725</u>	<u>207,241</u>

### 20 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

# ENCOMPASS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21	Cash generated from operations	2025 £	2024 £
	Surplus for the year	221,991	142,375
	<b>Adjustments for:</b>		
	Depreciation and impairment of tangible fixed assets	10,695	4,712
	<b>Movements in working capital:</b>		
	(Increase)/decrease in debtors	(65,510)	18,676
	(Decrease) in creditors	(66,388)	(23,698)
	<b>Cash generated from operations</b>	<u>100,788</u>	<u>142,065</u>