HEREFORDSHIRE VENNTURE

England & Wales · Charity number 1156851

Details

Other names	HEREFORD VENNTURE, HEREFORD CITY MISSION, VENNTURE FAMILY PASTORS, VENNTURE PASTORS, HEREFORD STREET PASTORS
Status	Registered
Legal form	Charitable company
Company number	08803798
Registered	2014-04-29
Register	View on the Charity Commission register

Contact

Address	Herefordshire Vennture 26 Vicarage Road Hereford HR1 2QN
Phone	03302020730
Email	enquiries@vennture.org.uk
Website	www.vennture.org.uk

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Activities

Objects: THE CHARITY'S OBJECTS ARE, FOR THE PUBLIC BENEFIT, IN ACCORDANCE WITH THE CHRISTIAN PRINCIPLES SET OUT IN THE STATEMENT OF BELIEFS:- 3.1 THE PREVENTION AND/OR RELIEF OF POVERTY BY SUCH MEANS AS DETERMINED BY THE TRUSTEES FROM TIME TO TIME INCLUDING (BUT NOT LIMITED TO) PROVIDING ASSISTANCE TO FAMILIES SUFFERING DUE TO ECONOMIC AND SOCIAL CIRCUMSTANCES; 3.2 THE PROMOTION OF EDUCATION BY SUCH MEANS AS DETERMINED BY THE TRUSTEES FROM TIME TO TIME INCLUDING (BUT NOT LIMITED TO) WORKING IN PARTNERSHIP WITH LOCAL SCHOOLS TO IMPROVE EDUCATIONAL OUTCOMES; 3.3 THE RELIEF OF SICKNESS AND THE PRESERVATION OF HEALTH BY SUCH MEANS AS DETERMINED BY THE TRUSTEES FROM TIME TO TIME INCLUDING (BUT NOT LIMITED TO) WORKING IN PARTNERSHIP WITH LOCAL HEALTH AUTHORITIES AND OTHER HEALTH PROVIDERS TO IMPROVE LOCAL HEALTH OUTCOMES; 3.4 THE PROVISION OR ASSISTANCE IN THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR OTHER LEISURE TIME OCCUPATION OF INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE BY SUCH MEANS AS DETERMINED BY THE TRUSTEES FROM TIME TO TIME; AND 3.5 TO FULFIL SUCH OTHER PURPOSES WHICH ARE EXCLUSIVELY CHARITABLE ACCORDING TO THE LAW OF ENGLAND AND WALES AND ARE CONNECTED WITH THE CHARITABLE WORK OF THE CHARITY.

Activities: We walk with families and individuals left behind by services not designed for the realities they face: parenting challenges, relationship conflict, joblessness, money and housing trouble, isolation, well-being, addiction and criminal justice. Our person-led relational mentoring helps people to find stability and make lasting change.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Religious Activities, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Herefordshire

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,367,898	£1,450,215	£2,021,900	35
2023-12-31	£857,759	£1,170,844	£1,877,592	38
2022-12-31	£1,840,918	£1,150,079	£2,190,677	40
2021-12-31	£1,983,441	£895,240	£1,499,838	38
2020-12-31	£798,022	£527,593	£411,637	26

Trustees

Name	Role	Appointed
Dr Andrew Butterfill		2020-07-20
Lady Jane Lisvane		2018-09-17
PATRICIA BEATRICE CHURCHWARD		2025-05-19
Paul Richard Ballard		2024-03-25
Richard Hugh Bodington		2024-03-27
SIMON BENNETT		2025-05-19

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HEREFORDSHIRE VENNTURE

England & Wales - Charity number 1156851

Accounts

2024

vennture
Love people better

Herefordshire Vennture

Consolidated Report & Financial Statements

At 31st December 2024

A Company Limited by Guarantee

INCLUDING SOCIAL IMPACT REPORT

VENNTURE TRUSTEES

HEREFORDSHIRE VENNTURE 26 VICARAGE ROAD HEREFORD HR1 2QN
REGISTERED CHARITY NO: 1156851 AND COMPANY LIMITED BY GUARANTEE 08803798

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REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Vennture
26 Vicarage Road
Hereford
HR1 2QN

Herefordshire Vennture Trustees
Rev Lady J Lisvane
A Butterfill
Rev S J D Tarlton
Paul Ballard (Appointed 25 March 2024)
Col Hugh Bodington (Appointed 27 March 2024)
D Hider (Resigned 25 March 2024)
S M Sully (Resigned 10 June 2024)

Vennture Enterprises Directors
Hugh Pattison-Appleton
John Upperton
Chris Milton
Rev Lady J Lisvane
Robert Thomas

Key Management Personnel
Robert Thomas
Melina Hempshall
Julia Over
Sam Pardoe
Hilary Thomas
Imogen Abbott

Chartered Accountants and Statutory Auditors
Thorne Widgery Accountancy Ltd
2 Wyevale Business Park
Hereford
HR4 7BS

Solicitors
Anthony Collins
134 Edmund Street
Birmingham
B3 2ES

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
West Mailing
Kent
ME19 4JQ

REPORT OF THE TRUSTEES

REPORT OF THE TRUSTEES
STRUCTURE, GOVERNANCE AND MANAGEMENT
CHARITABLE OBJECTS & ACTIVITIES
FINANCIAL REVIEW
CORE OBJECTIVES

1. REPORT OF THE TRUSTEES

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Chair's report

Overview
Since Vennture's earliest days each year's annual report has reflected extraordinary year on year growth. It's pleasing to report the continued breadth and depth of Vennture's activities through 2024. I pay tribute, with enormous gratitude, to the continuing generosity of our donors and funders, the hard work of our employed team and our incredible volunteers.

It's inspiring to consider the difference our teams make each week – especially in the lives of many who find themselves in unexpected crisis with no one else to turn to. It is a perennial feature of the reactions and feedback we receive from those we walk alongside that the thing that made the greatest difference to them was the way in which Vennture People never let them down and remained at their side no matter what. Loving People Better is powerful and works in practice.

Impact
Vennture's Christian belief in the essential goodness and limitless potential of everyone, irrespective of circumstances, is the factor that changes so many lives and eradicates hopelessness. In 2024, Vennture's work has been made ever more demanding and ever more necessary by the twin scourges of the ongoing cost-of-living crisis and the lack of meaningful improvement in struggling local agencies. In this context, Vennture's extraordinary resilience, professionalism and deep sense of family has helped us clear hurdle after hurdle travelling with people to a better place.

In 2024 Vennture came alongside and mentored 158 struggling families - 308 parents and 372 children, and 164 individuals with tangled needs: most in desperately challenging circumstances; many on the edge of family/relationship breakdown; some facing eviction or coming out of homelessness. Meanwhile, our Street Presence teams expanded the hours of our uniformed street presence in Hereford, Ross and Leominster to make their streets even safer; they attended 276 incidents; they assisted over 1,200 people and saved 80 calls to blue light services. Vennture Enterprises, which this year has seen the strengthening of its board, provided emergency accommodation to 28 families including 30 children and 48 individuals.

Focus
Prevention continues to be the priority of our work. To this end through 2024 we invested in expanding our capability and capacity in: supporting military families; reducing street vulnerability; addressing parental conflict; coming alongside prison leavers to break reoffending cycles and equipping our sixth form volunteers to support those in crisis on the street. Investing in accredited *Protective Behaviours* training for all our employed team has further strengthened our team's capability to hold and manage risk safely and support people and families holistically.

In 2024 we continued to bring 'thought leadership' in prevention to address social challenges amplified in rural contexts. Harnessing community to bring about change is at the forefront of Government rhetoric, so we will be looking to further influence local and national policymakers to address rural inequalities in delivering children's services, health, housing and criminal justice.

Funding

We are grateful for ongoing financial support from The Eveson Trust, The Ludlow Trust, The Hereford Cathedral Almshouse Charity, Lloyds Bank Foundation and so many local donors. The steady flow of small donations – often given sacrificially – is an incredible encouragement. Supporters, volunteers, and donors appreciate the impact of our relational approach in helping the most vulnerable.

Our increased revenues reflect the increased number of families and individuals we support though public agencies paying in arrears continues to necessitate a CAF working capital loan. Our team continues to work hard to diversify our income to spread risk including expanding Vennture Enterprises. Mindful of sector-wide pressures that in 2024 led to the demise of too many small and large good-causes, as Trustees, we continue to be diligent.

In anticipation of the changing funding landscape, in 2024 we became the 'Lead Provider' in a collaboration with other local charities. The collaboration's goal is to enable other smaller, locality-focused charities to access funding through Vennture to make local delivery effective. The collaboration aids our ability to participate in contract-based, co-development and co-delivery with influential statutory partners – national as well as local.

Purpose

As a charity, we are differentiated by our motivation. We serve a moral rather than political or professional or institutional imperative. Often this places us at odds with others as we seek to put children and families first in all we do – especially in upholding the highest standards in Safeguarding and Safe Working.

Underpinning all Vennture's work is a rock-solid understanding that we do none of the work before us by our strength alone. As a charity firmly rooted in it's Christian origins, we continue to live and work by a set of principles and morals that are informed and instructed by the example of Jesus – of love for all and dependence upon the good and loving purposes of God.

Part of Vennture's mission is to make Herefordshire a place where family and community really mean something. I am particularly pleased that Vennture continues to maintain its identity as a family – remembering no family is perfect. A family built on wholesomeness can be a wonderful place to learn about love, forgiveness and belonging.

It remains an incredible privilege to chair an organisation that is so determined to stay true to its Mission to bring practical meaning to The Power of Jesus' Love.

Simon Tarlton – Chair of Trustees

2. STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Structure, governance and management
The charity is registered with the Charity Commission under number 1156851 and with Companies House under number 08803798. The charity is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

The Trustees are committed to following best practice as defined by the Charity Commission regarding the induction and training of new Trustees and others holding positions of significant influence.

In December 2021, a trading subsidiary was formed: Vennture Enterprises Limited, Company Registration Number 13794131. The trading subsidiary has its own separate Board of Directors, accountable to The Vennture Trustees.

Both organisations financial year is the calendar year: 1st January to 31st December.

Organisational Structure
The employed management team conducts day-to-day operations and provides progress reports to bi-monthly Trustee meetings. The Trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and the creation of new roles.

The Trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions and actions logged. Trustees receive budget proposals in November for the following year in accordance with a defined annual business planning process. Trustees sign-off audited accounts for the previous year in March for publication in April.

Trustees are allocated according to their skill set to support each area of the charity's operations:

Chair
Finance
Safeguarding and Safe working
Home Presence – family mentoring
Street Presence
Fresh Start – individual mentoring

Each Trustee maintains an on-going conversation with their relevant programme lead. This approach emerged from our 2023 review of Governance completed as part of our work with Lloyds Bank Foundation, in the light of our continuing growth and complexity.

In addition, The Trustees maintain a healthy monthly dialogue with the Board of The Charity's wholly owned trading entity, Vennture Enterprises Limited, which is managing and growing a property portfolio to generate unrestricted funds for the Charity.

Recruitment and Training of Trustees
Trustees are recruited based on a skills matrix that is reviewed annually. All trustees are recruited through a safer recruitment process in accordance with the charity's memorandum and articles.

Trustees undertake a formal induction including reading all of the charities policies and undertaking safeguarding training.

Related and connected parties
The charity has a subcontracting arrangement with Herefordshire Home-Start and The CLD Trust.

Setting Pay for Management and Senior Positions
All job roles are graded on the basis of the role's responsibilities and complexity, experience level required, and any relevant certifications or education requirements. Salaries are determined by the job grading as set in a Pay Ladder defining salary scales. The Pay Ladder is reviewed as part of the annual budgeting process.

The Salary Scales set in The Pay Ladder are based on market research to understand average salaries for similar roles in our sector and location, cost of living in the area, and company budget. We seek to create a competitive salary range that attracts qualified candidates while aligning with your company's financial capabilities and values.

Fundraising Policy
Vennture is committed to the following principles in all fundraising efforts:

1. **Ethical Standards:** All fundraising activities will adhere to ethical fundraising practices and comply with legal and regulatory requirements.

2. **Transparency:** Donors will receive clear, accurate information about how their funds will be used.

3. **Accountability:** Funds raised will be used efficiently and responsibly to advance the Vennture's mission.

4. **Respect for Donors:** Donors' rights, privacy, and intentions will be respected at all times.

Fundraising may be conducted through the following means:

1. **Individual Donations:** Seeking contributions from individuals through direct appeals, online giving platforms, and fundraising events.

2. **Corporate Sponsorships:** Partnering with businesses for financial or in-kind support.

3. **Grants and Foundations:** Applying for funding from governmental and non-governmental organisations.

4. **Events and Campaigns:** Organising events, peer-to-peer fundraising, and awareness campaigns.

5. **Sales:** Selling products/training with proceeds supporting the Vennture's work.

Vennture follows the key practices:

1. All funds raised are used in alignment with the Vennture's mission and donor intent.
2. Restricted funds are used for the specific purpose designated by the donor.
3. Financial records are maintained to track the allocation and impact of funds.
4. Donors are acknowledged promptly and appropriately and donors' requests for anonymity are honoured.
5. Regular reports on fundraising efforts and impact are made available to stakeholders.
6. Vennture does not engage in deceptive or coercive fundraising tactics.
7. Personal data of donors is protected in accordance with data privacy laws.
8. Conflicts of interest in fundraising activities are identified and managed.
9. Fundraising activities will comply with all relevant laws, tax regulations, and industry standards.
10. Regular audits and reviews are conducted to assess fundraising performance and compliance.

Risk management

Our values shape the principles that shape our approach to risk:

Faith – we act with ambition: Expecting great things; Attempting great things.'
Love – we are willing to 'Give our All' and always put 'People in the lead'
Endeavour – we work hard to 'Risk on Purpose Safely'.

The Trustees have established a Risk Policy and have considered the major risks to which the charity is exposed and have continued to review those risks. A Risk Register is maintained and mitigations updated quarterly. A full review of the Risk Register is undertaken annually as part of the business planning process.

External experts are engaged annually to review key risk areas such as Safeguarding, Health & Safety, GDPR and communications.

Financial risk: The Trustees seek to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.

Practical risk: Safeguarding and Safe working risks are managed through two Designated Safeguarding Leads (DSL) – one for adults, one for children. Each DSL is paired with a trustee with whom they maintain an on-going dialogue. We have a robust whistleblowing policy and log all breaches in our operating policies and protocols.

Reputational risk: We recognise that we are trusted to hold significant risks in supporting those with a complex tangle of needs, who we often meet in times of crisis. We operate with an open and transparent learning culture; we engage in regular scenario planning and have a well-thought through crisis plan.

A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies – including updates.

3. CHARITABLE OBJECTS AND ACTIVITIES

Legacy
Out of respect for John and Emelia Venn, who founded the charity in 1856 to prevent families entering the workhouse, our defined objects and activities reflect their vision and ideals. They are clearly stated in our Memorandum and Articles.

Objects and activities
"In accordance with the Christian principles set out in Vennture's statement of beliefs to serve the public benefit by:

- *The prevention and/or relief of poverty by such means as determined by the trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.*
- *The promotion of education by such means as determined by the trustees from time to time, including (but not limited to) working in partnership with local schools to improve educational outcomes.*
- *The relief of sickness and the preservation of health by such means as determined by the trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.*
- *The provision of, or assistance in the provision of, facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life by such means as determined by the trustees from time to time.*
- *To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity."*

The Objects and Activities translate into Vennture's Strategic Intent, which defines Vennture's Mission, Vision, Core values, processes, intelligences and skills.

Mission
Our mission is to 'Love people better':

1. We want Herefordshire to be a place where family and community really mean something.
2. We want to see communities caring more, streets that are always as safe as possible for all.

3. We want to give local families every opportunity to grow and stick together by neighbourly help that is timely and appropriate at the time of need.
4. We want local people to take responsibility for local problems – people caring, people connecting and people helping one another.
5. We want our county to be nationally recognised as the safest and best place to be a family regardless of the shape or size or background of that family.
6. We want Christian churches across Herefordshire to work seamlessly together regardless of their tradition or denomination to enable us to bring practical meaning to the power of Jesus' love.
7. We want Jesus to be a natural part of any conversations.

Vision

Our vision is about 'People helping People' and making an impact by:

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field – Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

Core Values

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things:

Faith

- We live in the light of love and recognise that love can change everything - loving God and loving others as we love ourselves.
- We value each individual as special; each individual is God's handiwork with a unique mix of gifts, talents and experiences, given by Him.
- We work with, serve and relate to people.

Love

We recognise family is an answer no matter how messy it gets.

- We encourage individuals to be and act as servant leaders in their lives, family, work and community.
- We never give up on people, encouraging them to take the small steps that can lead to big changes.
- We accept everyone as we find them and without condition.
- We encourage people to live a life rooted in love.

Endeavour

- We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives.
- We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
- We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.
- We take responsibility for the choices we make, encouraging others to do the same.
- We use everything for learning.

While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to The Power of Jesus' love through practical action.

Core Processes
Our core processes are the things that every Vennture person aspires to excel in:

- Seeing complex issues through simple outcome frameworks easily understood by all.
- Defining the line between what Vennture does and statutory agencies do
- "Coming alongside", "Travelling with" and "Securing an outcome" with individuals.
- Developing knowledge, skills and experiences to excel in outcome delivery.
- Finding solutions – beyond meeting short-term need - removing long-term root causes.

Core intelligences
Our core intelligences encompass the knowledge that every Vennture person seeks applied experience in:

- The small steps that make a big difference – especially to vulnerable people.
- Walking in others' shoes – form vulnerable people to professional leaders.
- Threat assessment, risk mapping and the development of mitigation strategies.
- Working alongside other agencies – either strategically or operationally.
- Making a difference by always reflecting and learning from each experience.

Core skills
Our core skills are the competencies that every Vennture person learns to excel in:

- The skills and drills that underpin working safely and ensure safe outcomes for children, young people, vulnerable adults and those families and/or individuals who present with tangled needs.
- Journey mapping and planning to see people holistically their needs, motivations and risks.
- Establishing rapport.
- Data capture and recording.
- Showing attention to detail.

4. FINANCIAL REVIEW

Overview
Income for the year amounted to £1,367,898 (2023: £857,759), an increase of 59% on the prior year.

Expenditure on Charitable Activities was £1,214,283 (2023:£1,112,559), a rise of 9%.

The balance of unrestricted and designated funds carried forward is £1,187,157 (2023: 982,307), whilst the balance of restricted funds is £834,743(2023: £895,285).
At the year end the level of free reserves was £2,021,900 (2023:£1,877,592)

Reserves

Held in tangible assets	£826,139
Held in investment property	£937,000
Held in net assets	(£174,910)
Cash reserves	£433,671
TOTAL RESERVES	£2,021,900

The total value of free reserves at the year end was £137,327 (2023: £168,340), being the total value of unrestricted and designated funds, less those held in tangible assets and investment property.

Priorities
Trustees remain committed to seizing the opportunity of further growth in Vennture's impact and the 10 Priorities they have identified to build Vennture's financial resilience:

1. Robust monthly cashflow forecasting, monitoring and management – including modelling scenarios as we increase the value of contracts and balance sheet transactions.

2. Ensure funded charitable activities recover overheads fully and also make an appropriate additional management charge, wherever funders allow.
3. Increase the giving base from local individuals through a quarter-by-quarter campaign plan making greater use of the tools within our eTapestry CRM (customer relationship management).
4. Nurture donations from high-net-worth individuals through developing specific projects to attract investment from identified networks.
5. Create local business sponsorships to enhance contributions to specific programmes that benefit local employers.
6. Secure relationships with Trusts willing to make regular grants to core costs.
7. Acquire further assets through Vennture Enterprises Ltd that generate income towards our unrestricted reserves.
8. Be open to explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions under Vennture Enterprises Ltd to generate unrestricted income.
10. Sell our leadership's time.

Investment policy

Vennture's Trustees and Leadership will act with prudence in the stewardship of the charity's assets. Vennture must maintain reserves in accordance with its reserves policy and as specified in each year's annual accounts considering specific contract liabilities at the time of audit. Investments must be approved by the Trustee Board and comply with ethical and financial guidelines.

Reserves policy

Vennture's policy is to hold 6 months' unrestricted CASH reserves based on its forecast costs. Based on 2025 Business Plan, 6 months CASH reserves are calculated as follows:

Herefordshire Council 3 month in arrears	= £ 60,000
Cash required to cover 6 months of 2025	
£620,000 unfunded forecast delivery costs	= £310,000
£485,000 forecast overheads not covered from restricted income	= £240,000
TOTAL cash required equating to 6 months reserves	**= £610,000**

Going Concern

The Trustees are confident that the charity is a going concern.

£433,674 of unrestricted cash reserves at 31 December 2024 equates to 4 months reserves vs a target of 6 months.

The Charity goes into 2025 with confirmed income for 2025 of £1,237,494 against budgeted expenditure of £1,528,441.

The Charity has a clear, well-resourced plan to continue to further diversify and increase its income in 2025 and build its unrestricted reserves. As shown in the table below.

2025 growth and diversification plan

	2020		2021		2022		2023		2024		2025 Target	
SOURCE	£	%	£	%	£	%	£	%	£	%	£	%
Grants	£ 468,094	59%	£ 447,099	23%	£ 685,482	37%	£ 353,726	41%	£ 332,309	29%	£ 400,000	18%
Foundations & Trusts	£ 117,666	15%	£ 751,000	38%	£ 139,847	8%	£ 68,000	8%	£ 187,914	17%	£ 200,000	9%
Contracts	£ 147,610	18%	£ 210,217	11%	£ 443,271	24%	£ 181,217	21%	£ 419,529	37%	£ 500,000	23%
Donations	£ 47,980	6%	£ 555,509	28%	£ 528,679	29%	£ 63,843	7%	£ 78,595	7%	£ 750,000	34%
Gift Aid	£ 1,993	0%	£ 1,484	0%	£ 34,022	2%	£ 9,058	1%	£ 12,575	1%	£ 150,000	7%
Other	£ 14,679	2%	£ 18,132	1%	£ 9,587	1%	£ 129,012	15%	£ 20,085	2%	£ 25,000	1%
Vennture Enterprise Loan Interest	£ -	0%	£ -	0%	£ -	0%	£ 50,871	6%	£ 51,006	4%	£ 100,000	5%
Surplus		0%		0%		0%		0%	£ 33,000	3%	£ 75,000	3%
TOTAL	**£798,022**		**£1,983,441**		**£1,840,888**		**£855,727**		**£1,135,013**		**£2,200,000**	

Realising the 2025 plan

To realise the plan we have begun to invest in specific outward facing roles to drive further progress in this area. We have budgeted in 2025 for:

1. An external stakeholder leader
2. A bid writer
3. Individuals with specialist knowledge in
    a. Criminal Justice
    b. NHS
    c. Housing

5. CORE OBJECTIVES

Background

Vennture's 5-year plan for the years 2022-2027, lays out 7 core objectives that the charity will continue to deliver in pursuing its strategic intent to 'Love People Better'.

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field – 'Vennture Experteers'.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

2024 Progress against Core Objectives

1. **Pioneering and promoting relational approaches**
    a. Funding from DWP enabled us to further refine our relational approach with families specifically in relation to families struggling with stress or conflict; families going through separation; separated families living apart; families with an absent parent.
    b. Building on our experience in schools, we pioneered with CLD and Home-Start a fresh approach to school-based prevention.
    c. We introduced our 'Relational Approach' to enhance the experience of families and vulnerable individuals staying in Vennture Enterprises Emergency Accommodation.
    d. We began developing an approach to mentoring families and children with loved ones in the criminal justice system.

2. **Leading significant, substantive and sustainable initiatives and evidencing their impact**
    a. Home Office 'Hot Spots' funding enabled us to increase our street deployment and develop a new measurement system to record vulnerabilities in specific locations.
    b. Our Thriving Families programme evidenced significant insights into addressing parental conflict in a rural context, which has been presented in a report to DWP.

3. **Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.**
    a. We secured funding to develop 'partner peer mentors' to support parents undergoing stress at home.

4. **Recruiting volunteers carefully and training them to the highest standards to enable them to become experts in their chosen field – Vennture Experteers**
    a. We responded to changes in the Night Time Economy by reviewing and reconfiguring our Street Presence deployment including overhauling our training in Street Triage.
    b. We employed a mentor to come alongside our 6th Form volunteers and support them through their two-year volunteering journey in our Street Presence Teams.

5. **Leading with business, community, church, agencies and police to come together for the common good.**
    a. We launched a campaign to encourage corporate social responsibility including local advertising in the Chambers magazine and opening conversations with local businesses.
    b. NHS funding enabled us to provide 6 days of rigorous training for those working with people sleeping rough including Street Triage, Mental Health First Aid, Safe Working.

6. **Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.**
    a. We developed Street Presence teams to deploy in Ross and Leominster.
    b. We continued to put forward a fully costed operational proposal to Health, Police and Council on Vennture Response to:
        i. Build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.
        ii. Deliver 'Response Pastors' as a key element in a community prevention network complementing the work of statutory agencies in prevention.
        iii. Enhance and invest in Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams to prevent the escalation of low-level emotional and mental health issues.

7. **Enabling local people to give time, money and resources to local needs.**
    a. We invested in building relationships with local businesses.

2025 Core objectives – 20 Key Goals

1. **Pioneering And Promoting Relational Approaches**

Families Prevention Programme

1. Excel in the delivery of a 'Refreshed' Early Help offer
2. Establish Link Workers dedicated to support:
    a. Military families new to the challenges of Herefordshire
    b. To support children and parents with a loved-one/parent in the criminal justice system.

Schools Prevention programme

3. Build out our direct referral prevention capacity with schools
4. Introduce *The Restored Lives* programme to Herefordshire and integrate with our Family and Schools programmes.

Homes

5. Develop out Vicarage Road as alternative Family Respite Provision for families facing homelessness to reduce children being taken into care.
6. Acquire additional properties to increase our capacity for providing Emergency Accommodation, which is safe, secure and well-purposed, for families and care experienced individuals facing homelessness.

Fresh Start Prevention Programmes

7. Establish a sustainable, effective, holistic local Fresh Start Pathway for those in and/or leaving The Criminal Justice system and living in rural West Mercia supported by a well-trained and equipped Link Worker team.

2. **Leading Significant, Substantive, Sustainable Initiatives And Evidencing Their Impact**

Response Prevention programme

8. Build on 'Vulnerability Hot Spots' learning to make places and people safer – increasing public perceptions of safety by reducing harm and anti-social behaviour.
9. Utilise 'The Street/Place' functionality of ECINS in our Street Presence work.
10. Establish Vennture Response to reduce demand on A&E and blue light services by providing Psycho-Social First Aid.

3. **Nurturing Community Initiatives with And Through Local Churches And Communities That Strengthen And Support Families Through Promoting Vennture Values**

11. Revive volunteer mentors to support our expanding Family Programmes.
12. Recruit train and develop 24 military partners to support families new to Herefordshire.
13. Open our training in Family mentoring to Church and Community volunteers,

4. **Carefully recruiting and training to the highest standards to enable them to become experts in their chosen field – Vennture Experteers.**

14. Educate, train and equip 24 military partners to support families new to Hereford
15. Provide accredited training in Protective Behaviours to 24 community/church leaders.

5. **Leading with business, community, church, agencies and police to come together for the common good**

16. Establish 'Leadership Confidential' as a meaningful information conduit to gather and disseminate vulnerability information.
17. Establish 5 businesses as partners in Corporate Social Responsibility

6. **Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns**

    18. Establish strong volunteer corps in Ross, Leominster, Bromyard, Ledbury and Kington
    19. Establish a shared learning space on our website utilising our existing learning and models.

7. **Enabling local people to give time, money and resources to local needs**

    20. Deliver monthly communication activities including newsletter and meaningful updates to 500 people to expand our regular monthly donors to 100 people and secure 5 businesses in meaningful partnership/sponsorship

Approved by order of the board of trustees on 17/3/25 and signed on its behalf by:

.....
Rev S Tarlton-Trustee

2024 SOCIAL IMPACT REPORT

Social impact summary

System leadership initiatives

Parental Conflict
Street Vulnerability
School Based Prevention
Training for those working with individuals facing homelessness

Programmes

Home Presence families
Fresh Start individuals
Street Presence response
Vennture Enterprises - accommodation

Note: *In all case studies details have been changed to protect the anonymity of participants*

1. 2024 Impact Summary

Area	Initiative	People Volunteering			People benefitting		Monetised value
		Number	Hours	Value	Direct Individuals Helped with specific support	Indirect Others who benefit	Savings Calculated from research evidence
Home Presence	Families First	6	327	£ 21,600	271	307	£1,303,400
	Thriving families						
	My Family, School, Community						
	Prevent Family Mentoring						
Fresh start	Fresh Start		-	£ -	164	230	£ 435,370
Street Presence	Ambassadors	16	1,148	£ 36,975	276	956	£ 10,931
	Street Pastors	23	1,134	£ 35,475			
	Lean on Me	48	280	£ 36,400			
	Training		2,100	£ 28,625			
Vennture Homes	Merton	2	250	£ 4,250			
	Business plan development	1	130	£ 8,000			
Governance	Trustees & Directors	9	1,771	£ 50,400			
Total across all initiatives		**105**	**7,140**	**£ 221,725**	**711**	**1,493**	**£1,749,701**
	2023 comparison	155	9,317	£ 277,385	966	1,734	£2,432,747

Notes to the table

1. **Fresh Start:** An independent evaluation carried out by Rose Regeneration in 2023 highlighted that the Social Return on Investment in our work with individuals was £2.25 for every £1 invested – this has allowed us to indicate the monetised value of the impact of our work with individuals.

2. **Families:** A further independent evaluation carried out by Rose Regeneration in 2024 highlighted that the Social Return on Investment in our work with families was £2.45 for every £1 invested – this has allowed us to indicate the monetised value of the impact of our work with individuals.

   The economic evaluation of the programme reveals a BCR of 2.45 under the core scenario and 2.08 under the sensitivity test.

System leadership initiatives

Parental Conflict
Street Vulnerability
School Based Prevention
Training to better respond to people sleeping rough

1. Parental conflict - Summary of Key Learning

This 18-month, £376,000-DWP programme focussed on learning about the best ways to address Parental Conflict in rural contexts. 1,164 in-home sessions were completed with 64 mentored families.

Strategic system insights

Outcomes & impact achieved

The project proved the value of school-based engagement: raising teacher awareness; generating more timely referrals; reducing stress on schools dealing with parental conflict. It showed the limits of school-based engagement due to parents being time-poor.

The project proved the high value schools referring directly into bespoke, in-home mentoring to address Parental Conflict: Improved outcomes for children were delivered consistently in often fraught and complex family circumstances, Better safeguarding were achieved through weekly in home visits and close working with schools, Parents were empowered and equipped to move on in better ways, Schools were given more time to teach with children better prepared to learn.

Learning

The project mapped the different conflict experienced in 4 different relationship categories and mapped the journey through conflict.

Intact disagreeing couples - over half saying that they are disagreeing over parenting styles

Separated couples with low to medium conflict - children living some time with both parents, and communication may be strained.

Separated couples with high conflict - disagreement over child contact and 'legalities' inflame emotions and reinforce barriers due to the adversarial legal process: sometimes only one parent will engage and there may be little or no communication

Couples with significant 'stressors' - Additional stress creates the risk of 'permanent state of conflict' eg. A special needs child, or a military family, high flying career professionals

The value of 'in-home' support was found to be in:

i. Addressing the emotional dimensions of Parental Conflict: Removing their 'emotional blocks' stopping their progress, developing 'their emotional well-being and enabling them to move forward.
ii. Reducing demand on Early Help and the Multi-Agency Safeguarding Hub (MASH), while making sure that MASH referrals were made appropriately where Parental Conflict has been confused with Domestic Abuse and/or violence.
iii. Navigating the way that Early Help and Safeguarding Frameworks may sometimes confuse approaches to 'Parental Conflict' and may hinder parents and children accessing appropriate support rooted in more prevention focussed approaches.

Value delivered

This work was undertaken by Rose Regeneration in their capacity of external evaluators of the programme.

Social Return on Investment (SROI) of £2.16: The programme has achieved an impressive SROI of £2.16 for every £1 invested. This figure is derived from a comprehensive analysis using the Social Value Engine, an accredited tool by Social Value International.

Benefit-Cost Ratio (BCR) £2.45: The economic evaluation of the programme reveals a BCR of 2.45 under the core scenario and 2.08 under the sensitivity test. This ratio underscores the programme's efficiency and value for money, highlighting the significant benefits delivered

relative to the costs incurred. The BCR calculation incorporates financial proxies for various benefits, deflated by an additionality factor of 34% based on national norms for community health facilities. This approach ensures that the BCR accurately reflects the programme's economic impact.

External evaluation stated:

'The absolute driver of success is the detailed deployment of the case workers and the depth of their engagement with families, working across very rural settings and delivering much of the support in the home.'

Rurality

The programme addressed rural factors that either amplify Parental Conflict or leave it unaddressed such as: the lack of pastoral leadership capacity in caring small schools with less than 150 pupils; the inability of parents to travel to provision in locations without public transport; the kinship dynamics in small rural communities; the lack of meaningful prevention focused provision equipped to address a complex issue.

Specific elements of effectiveness were:

High impact, short, simple, hour-long interventions in school staff meetings in raising awareness about Parental Conflict and providing schools with easy to access, quality family support.

The power of structured mentoring process to affecting long-term change in parents over time by equipping them with tools/processes to restore their well-being and enable them to better co-parent.

Supporting parents, who are serving military.

Understanding emerging 'common patterns and steps' to progress out of conflict.

Applying the tools & processes of Protective Behaviours to Parental Conflict.

2. Reducing street vulnerabilities

This Home Office funded initiative focussed on reconfiguring our Street Presence Team deployment patterns to respond to changes in Herefordshire's day and nighttime economies. The innovative approach was driven by: data insights into times and locations of high vulnerability in Hereford and Leominster; international research from Cambridge University to maximise the impact of our uniformed volunteers visibility to reduce vulnerabilities.

Strategic insights

Changing habits and vulnerabilities

There has been a dramatic shift in 'going-out patterns': fewer people are going out with numbers down over 20% post-covid; people are going out earlier - we now see two peaks in calls for support 2145 to 2300 and then 0130 to 0300.

People are drinking less yet increases in the use of 'white-powders' and mental health medication results in more medical complexities. This has led us to seize the opportunity to refresh our deployment and approach on the street.

The Value of Vennture training

Our skills and drills-based training has been key to equipping our volunteers to work safely, safeguard others and helping people to 'have a good time and come home safe'.

Our poisons-based training has ensured volunteers make sound and sometimes life-saving interventions in dealing with young people experimenting with white-powder. Equally, our training in responding to those in emotional or mental crisis has assisted our teams in responding to an increasing trend of those feeling in crisis.

Safety through Increased Visibility

Increased visibility has a profound impact of people's actual safety and increased their sense of perceived safety: it continues to deter the bad stuff such as predatory behaviour; it provides valuable, real-time, 'eyes and ears' information for wider agencies and plays a vital role in creating a culture of safety.

Earlier 'twilight patrols' have broadened our volunteer base; allowing our 6th formers to deploy on the street has also raised their awareness of how to be safe and keep their friends safe.

Safety through Responsive capability

Well-trained capable Vennture Street Presence Volunteers is now integral to the community safety infrastructure in Hereford. The teams provide a vital responsive capability for retailers, venues, door staff and emergency services.

The team's ability to respond to incidents immediately and reach vulnerable people within minutes dramatically improves outcomes for those we help, their families as well as allowing emergency services to deploy to more pressing needs.

Expanding Safety Coverage

Expansion of hours and geographical coverage has begun to expand Vennture's role as a trusted presence in the market towns.

Geographic remoteness from emergency response and minimal CCTV coverage makes having a well-trained, visible, uniformed presence even more valuable.

The value of data

A key part of our overall refresh of Street Presence in response to the Home Office funded West Mercia Hotspots initiative has been to revisit all our data capture and reporting.

> We have enhanced our patrol recording to include capturing information on anti-social behaviour and connected this and our incident recording to police data capture systems.
>
> We can evidence Vennture's calm reassuring presence and information processing has contributed to the reduction in anti-social behaviour and serious violent crime in the highlighted hotspots and wider surrounding areas providing 457 reports to inform appropriate cross-sector and multi-agency responses to prevent harm and allow people to have a good time and come home safe.

3. School- based prevention

We led this £160,000 DfE funded initiative that brought Vennture, CLD and Home-Start together to offer a range of school-based prevention.

Strategic system insights

Investing in direct support for families is more valuable to schools than coordination

Schools want people that provide support and are easy to access - as opposed to signposting. School like being able to put a face to support when explaining support for families.

Schools & parents prefer referring a family to a person, as opposed to a service itself, had made
Schools value ongoing dialogue with the person supporting their families.

The requirements of small rural schools are different than larger city/town schools
New legislative expectations on schools providing Early Help is daunting for small rural schools
Small schools need pastoral resources that make larger schools more independent of needs
Small schools are their own locality – they are often the only rural community resource

Parents go online for support more than into community
The idealized resources in community are not there
Online is easily accessed, doesn't involve travel/new relationships though random/impersonal
Parents are often time poor and don't have the energy to go out as professionals may think

In home mentoring works well for families in rural settings
The Link Worker comes to the home so there is no cost for the parent, and they feel valued
Children are seen and understood in their home setting
Weekly in-home visits and regular school dialogue improves outcomes for everyone

Demand ebbs and flows and can be unpredictable
Comprehensive offers to busy schools need to be clearly described and planned
Ebbs and flows in referrals are natural and are to be expected
Becoming a trusted asset and relationships take time, reflective of the increase of referral consortium wide.

Schools need a 'stable state' addressing their core needs so they can deliver for children
Schools need readily available, easily accessed, instant support for their families.
A single relational point of contact for referrals is easier for schools and parents.
Programmes coming and going are disruptive, inefficient and costly.
Teachers and school leaders are doubly time poor in rural settings

There is a growing need for resilient providers who will sustain for the long-term
Too many significant providers are living on the edge of survival.
Local community assets are diminishing at an alarming rate.
Community and voluntary sector organisations need to act maturely in collaboration and consolidating their assets.

4. Training to respond better to people sleeping rough

Project Bright Path is a £180k Project funded through the NHS. It focuses on equipping those working with individuals facing homelessness who are living with a toxic combination of mental and physical health issues combined with substance abuse. It brings together the expertise of the NHS, X-calibre and Vennture.

Strategic system insights

People living in or on the edge of homelessness are poorly understood
They are less than 1% of presentations to services geared to universal provision
Their needs and root causes of their problems are more relational/social than medical
Medicalising their problems may increase their presentation and escalate their problems

Unintended outcomes of a 'Professional Approaches'

Those working with people who are homeless rarely have cross-discipline understanding
The person needs 'a relational person' to travel with them on their journey
A siloed system passes the patient 'from person to person' to deal with each symptom and misses the root causes in the person's 'life as a whole'.

An holistic approach means considering risk and motivation as well as need

Risk to self and others cannot be ignored and needs to be a start point in triage
Harnessing motivation is vital to reducing dependence
'What does good look like to you?' opens the way to a completely different approach

There are gaps in training for people working with the homeless

Academic theory – though valuable, is no substitute for well-drilled practical field skills
Holistic, rather than siloed, training is vital to delivering a holistic approach
'Safe world scenario drills' prepares people to respond better to 'real world odds of death'

Holistic triage

Defining clearly when professional medical intervention is needed is vital
Simple, well-defined drills gets to life-saving facts quickly and identifies root causes quickly
Discipline is required to see beyond symptoms to the person

Vital drills need training into muscle memory

People sleeping rough, live/survive 'comfortably' with a complex array of problems
Those working to come alongside them, need to naturally and constantly assess risk
Assessing Psycho-Social risk is challenging in its complex manifestations:

- Physical and Mental
- Emotional and relational
- Practical and financial i.e. Housing, employment

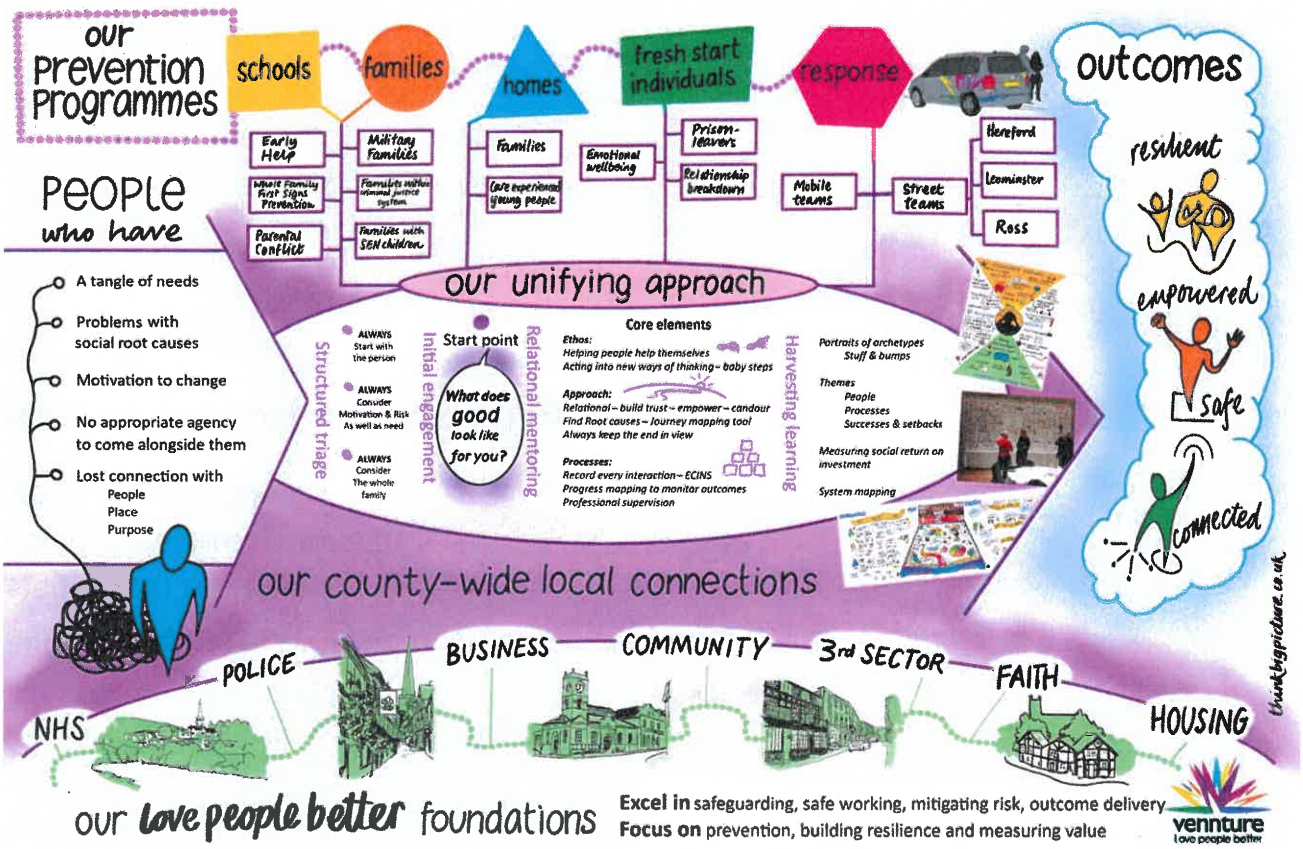
Vennture Prevention Programmes

Programme overview
Home Presence families
Fresh Start individuals
Street Presence response

1. **Programmes overview**

We have invested this year in further clarifying:

1. Our Prevention Programmes
2. The specific work strands in each programme
3. The people we seek to come alongside, travel a journey with, and enable to get to a better place of their choosing.
4. Vennture's unifying approach and its specific elements
5. The core outcomes we work towards
6. The enabling local connections that are at the heart of our cross-sector working.
7. Our Love People Better foundations.



2. Home Presence Prevention Programmes

Overview

During 2024, Vennture increased the number of families it mentored, and the range of specialist mentoring offered. In total 174 families were supported through family mentoring and a further 29 families with a shorter period of support - benefiting 308 parents and 378 children.

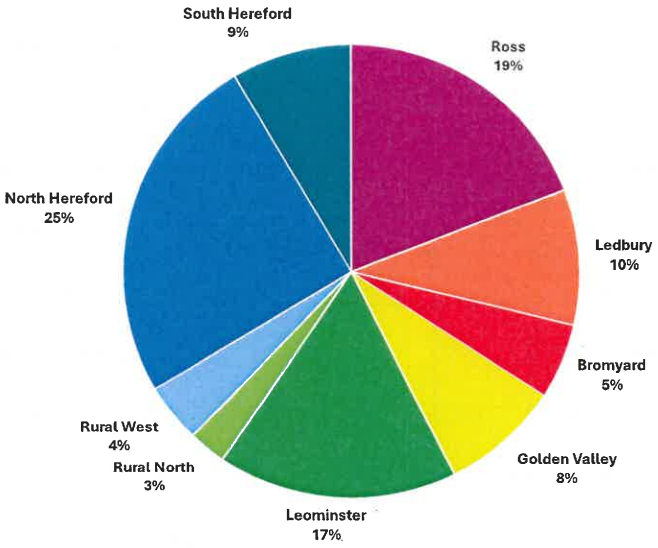
Programmes

1. **Early Help:** Herefordshire Council Early Help
2. **Thriving families:** DWP Challenge Fund 2 reducing parental conflict in rural areas. This allowed us to support both intact and separated parents, as well as completing training for local primary schools.
3. **My Family, My School, My community:** DfE funding which allowed families and schools to request help directly from Vennture.
4. **Love Children Better:** Eveson Trust funded mentoring support for further families and 10 care experienced young people

Vennture were also the lead partners of a consortium with Home-Start and The CLD Trust to offer support to ten local schools to reach families earlier. To allow for the growth of support the Family Support Team has increased in 2024 to 14 employees – 11 full time equivalents.

Pre school aged	Primary aged	Secondary aged	College aged
42	204	123	7
11%	54%	33%	2%

Location of mentored families



Vennture continues its county-wide commitment, supporting families in market towns and rural locations as well as Hereford. We had been frustrated in previous years that we were unable to achieve our vision for a county-wide support, so we have ensured in our new programmes of *Thriving Families* and *My Family, My School, My Community* that we prioritise rural schools.

Schools

During 2024 Vennture has increased its support and has been able to work with 46 primary schools, three special schools and all secondary schools in Hereford as well as Chantry School, Monmouth High School and New College Worcester

We have found that small rural schools are less likely to be able to afford dedicated pastoral support and our meetings with Headteachers and recent school survey have shown that they appreciate having support they can trust and turn to.

> *'It's just so easy, I don't have to make a family tell their whole story before getting them some help, some of which they may not want to tell school anyways. Having someone else to discuss options of support for families has been useful.'*

Referrals

Family needs or issue	Early Help	Thriving Families	My Family, My School, My community	Love Children Better Care Experienced Young People
Parenting	94%	86%	65%	
Parental Conflict		72%	5%	
Children's mental or physical health	91%	95%	80%	100%
Children struggling to attend, or engage with school	92%	n/a	45%	80%
Parent's mental or physical health	24%	92% at lower level	70% at lower level	n/a
Financial or housing difficulties	15%	72% but at lower level	25%	n/a
Victim of domestic abuse - current or historic	7%	8%	25%	

Nature of support

Rose Re-generation, our independent evaluators of Thriving Families articulated the nature of our *Relational Approach* rooted in Restorative Practice:

> "The programme's innovative nature is evident in its focus on rural settings and military families. **The absolute driver of success is the detailed deployment of the case workers and the depth of their engagement with families, working across very rural settings and delivering much of the support in the home.**
>
> Vennture's approach is characterized by systems thinking and a commitment to making lasting changes in people's lives. The organisation's mission to join up community, businesses, organisations, and agencies to better look after Herefordshire's people has been a driving force behind the programme's success.

Quote: *"Yes, the support has been extremely helpful. My Vennture Link Worker has gone above and beyond what she could have done. She was able to adapt the focus of support to changing circumstances."*

Vennture's Way of Working: Vennture's unique approach involves building trust with individuals and families, understanding their needs, and providing tailored support. The programme's success is driven by four core components:

1. **Intensity:** Individual link workers deliver an intensive caseload of activities, including 656 support sessions for families to date.
2. **Engagement in the Home:** Overcoming access to services challenges in rural settings by understanding the home environment of those being supported.

   Quote: *"Having the support/visits in the home has helped. I found you to be non-judgemental and fair. You have listened."*
3. **Engagement with Children:** Ensuring the child's voice is heard and the support offered is focused on the core challenges facing the children.
4. **Capacity Building:** Providing training and information support to small rural schools to maximize their referrals and effective participation in the programme."

Length of support

Rose Re-generation, also commented on the amount of support each family is given. In a time where connections are reducing, Vennture continues to believe in a relational approach and allowing families genuinely to take the lead in the changes that they want to make.

	Early Help[1] 2024		Thriving Families 2024		My Family, My School, My community	
	Average months supported	Average visits	Average months supported	Average visits	Average months supported	Average visits
Completed families	6	22	6.8	22.4	4	14
Families who needed to be moved to a higher level of support	4 families 6.2	4 families 21.2	5 families 4	5 families 16.6	3 families 3	3 families 9
Families who disengaged from support	3 families 2.5	3 families 6.6	5 families 3.6	5 families 11.4	3 families 1	3families 2
Light Touch Support	-	-	-	-	-	2

Our exit paperwork feedback consistently talks about how families feel listened to, and we believe this is vital for sustainable change to occur, and for families to feel empowered.

'Our Vennture Link Worker took time to get to know us as a family, to identify areas which she could support us. She was non-judgemental, kind and caring. This made us feel relaxed and able to be vulnerable with her. As a family we are definitely communicating better now'
Large, blended family

[1] The 26-week Council funded programme is determined by the requirements of the contract.

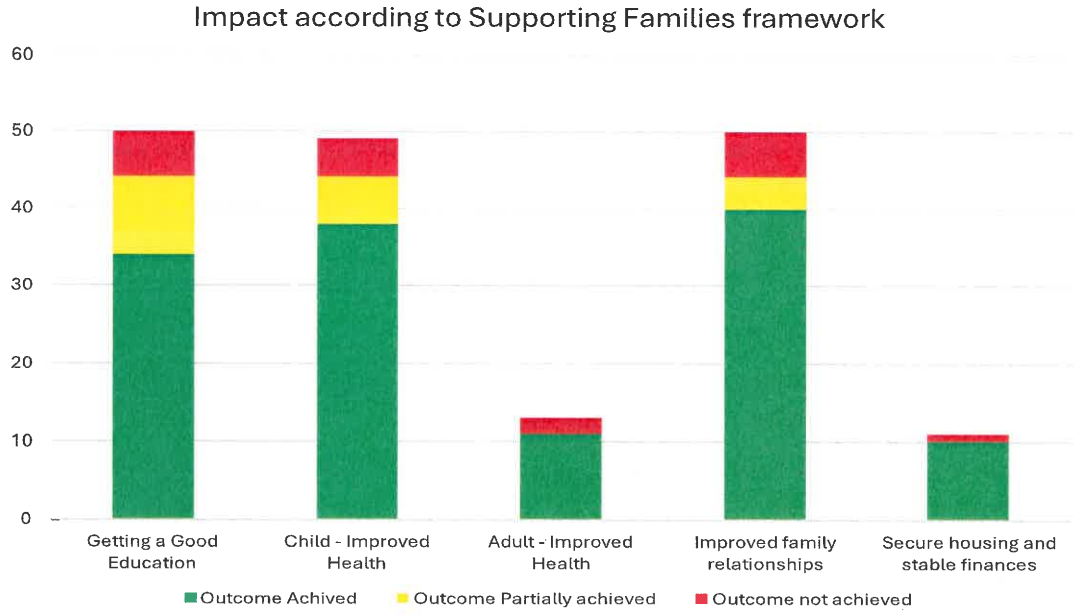
'Wow – where do I start with saying how the support has helped me. My Link Worker has helped me to put things into perspective and given me coping mechanisms and techniques I can continue with on my own. I feel empowered and able to make decisions about how I want to live my life.'
Single mum who had experience domestic abuse

Early Help

Vennture has been a commissioned service for Herefordshire Council Early Help service since 2015 and during this time have been able to support over 460 families. We have recently been awarded the tender until April 2027 and so are pleased this work will continue.

In 2024 we supported 88 families with Early Help Assessments. All referrals are triaged by the Council and come mainly from local schools or the Herefordshire Children's and Advise Team (CHAT). Each family has a combination of needs[2], many of which are complex or inter-generational.

Key needs are families who have a child with special educational needs and/or challenging behaviour; children or young people with anxiety including those who are struggling to go to school[3] and parents who need more specialist or bespoke parenting strategies.



Family feedback

'Our Link Worker has just got us from day one. She listened and understood what we are going through and been there as a bridge. Our son can now speak about how he feels even if it is a few words. He is coming out of his shell!'

'It was good to have someone to talk things through with and lean new strategies. You reassured me that I am not the only one going through it. It was helpful to have a non-judgemental conversation - an independent outside conversation.'

[2] Needs and impact are assessed against the Supporting Families framework
[3] Emotional Based School Avoidance

Thriving Families

Thriving Families was part of a DWP funded initiative to find successful ways to reduce parental conflict, and specifically for Vennture in the rural context of Herefordshire. The project allowed us work directly with local schools to upskill their staff in recognising parental conflict and to support both intact and separated parents where there was conflict, and to evaluate approaches that were successful. This has helped build a greater market awareness of Vennture's approach.

Partnering with rural primary schools was a successful way to improve awareness of the impact of parental conflict on children and allowed us to reach families who were struggling. In total 37 schools engaged with the programme, exceeding our target, and 28 of these schools also engaged with staff training.

Including parenting strategies within the support also enabled parents to accept the support more easily and allowed the impact of children to be central to the conversations with parents.

Family types

We identified 4 categories within the families mentored in Thriving Families:

1. Intact couples who were experiencing relational distress
2. Separated couples with low to medium conflict
3. Separated couples with high conflict, and
4. Intact couples who were parenting under pressure due to having a special needs child or one parents away for long periods of time for work

System challenges

The programme encountered several difficulties:

1. The funders strict focus on parental conflict meant withdrawing if we uncovered domestic abuse as we were meant to signpost the family to more suitable services. This was not possible in Herefordshire where there are limited services.
2. The Early Help criteria meant withdrawing if the level of need became more complex or varied, however, again this was not always possible with limited local support.

Regardless, the struggles were outweighed by the joy of supporting many families through quite challenging times whether that was successfully separating or working better as parents or co-parents.

> *'There was a lot of criticism from my ex-partner about me as a dad and having the support to help me with understanding the boys' emotions, seeing their behaviour and understanding it, helped me to feel more confident with them and less out of control.*
>
> *Having the ability to talk things through with someone meant that it was easier to cope which made (communicating with my coparent) things easier. Mindfulness- being in the moment also helped.'*
> *Separated father*
>
> *'The things that you have shared will come back as echoes throughout the rest of my life. The tools are there for me to revisit when I need.'*
> *Separated mum*
>
> *'We have been given so many strategies. Our Vennture Link Worker has helped us with our communication and ways that we could reconnect as a couple. She has helped to us understand how to take time out in positive and sensitive ways. We have parenting strategies that work. She talked us through possible setbacks and how to manage those, so we always have a plan.*
> *Intact couple struggling with the changes they were facing*

Value

1. **Return on investment**
   Independent evaluators, Rose Regeneration, evaluated the social return on investment[4] as £2.16 per £1 invested and a Benefit Cost Ratio BCR of 2.45.

2. **Abiding legacies:**
   a. An expanded Team including specialists in Parental Conflict and supporting Garrison families;
   b. A Practical tool kit of processes and approaches to addressing parental conflict;
   c. A valued relationship with Garrison welfare.

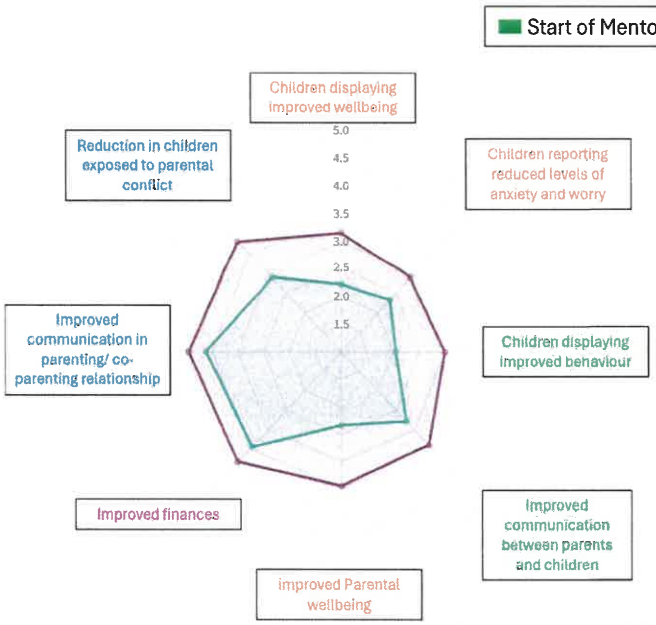
3. **Valued collaboration**
   SFAC[5] training all Vennture in Protective Behaviours enhancing all of the programmes.

4. **System insights**
   See System Leadership Initiatives: Parental conflict - Summary of Key Learning

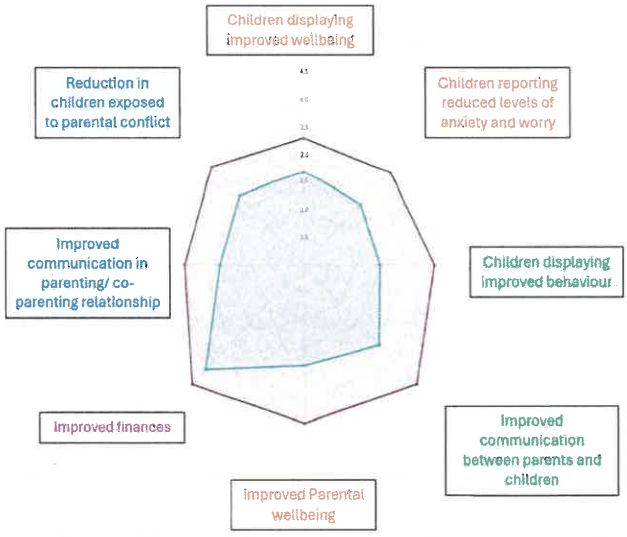
[4] Using the Social Value Engine, an accredited (by Social Value International) tool
[5] Stronger Families and Children are a Global Charity providing Accredited Training in Protective Behaviors

IMPACT OF MENTORING

Intact parents

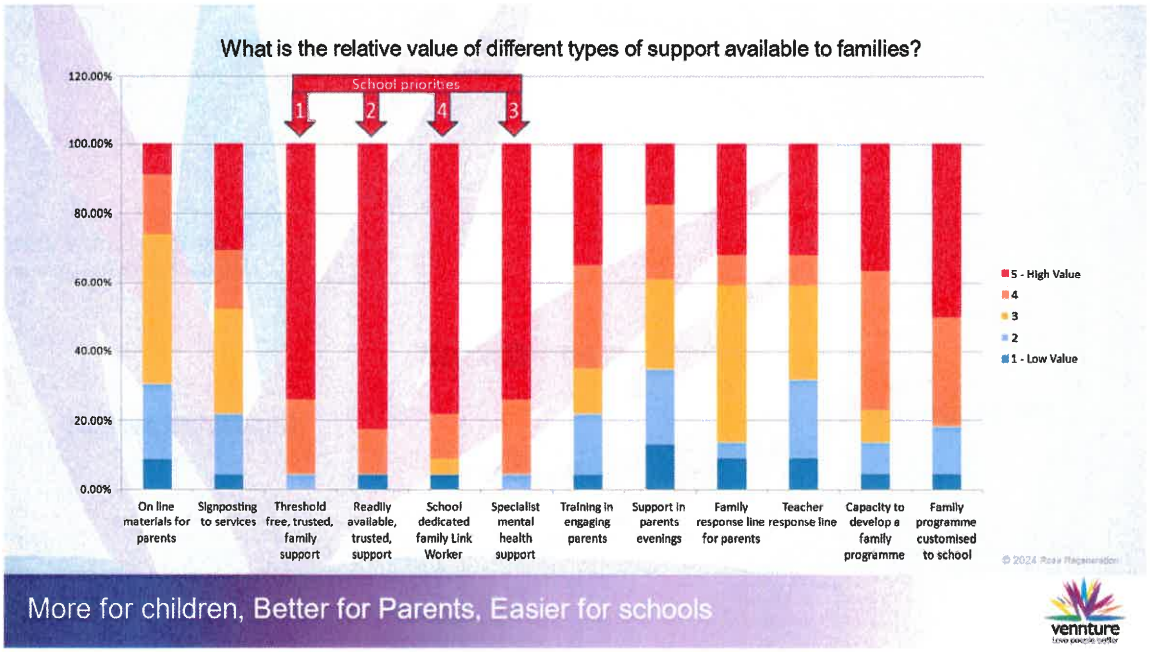


Separated parents



My Family My School and My Community

My Family, My School, My Community was a pilot study developed on the feedback from headteachers across the county. Rose Regeneration captured what schools valued during the Thriving Families programme – especially their need for earlier access to support for families to prevent families from requiring more intensive intervention by addressing problems earlier.



Vennture created The Love Children Better collaboration as lead provider with Home-Start and CLD. Together we created a package of support for schools including whole family support, light-touch support, group interventions for children and the role of Community Connectors to address emerging needs of families.



The project gained the interest of Eleanor Brazil, the DfE Children's Commissioner at that time, who negotiated £160,000 additional funding for Herefordshire Council to pilot the enhanced Early help offer.

This project also sought to reconnect schools and families with their local communities, with the goal of empowering families to identify and access their own solutions and support networks. Vennture has taken on the new role of Community Connector, working to build awareness among both families and schools about the resources and opportunities available within the community, whilst provide direct support themselves.

By fostering stronger links between schools, families, and local services, the project aims to cultivate a resourceful and self-sufficient community, helping families navigate and utilise the support systems around them.

So far, as a Consortium the project has reached 93 families with Vennture supporting 21 families through mentoring and a further 44 families with shorter term support. The project is a new approach for Vennture and for Herefordshire and in some ways is only just gaining momentum, but below is some of the feedback so far.

'Yes, the support has helped us to open pathways to what we can access in the community'

'It has been good to have someone to talk to myself, someone who listened and looked for answers to help us'

'My Link Worker was incredibly supportive, and I didn't feel judged, I am now so much more able to manage tasks by looking at them by small steps'

Care Experience Young People

This project is funded by The Eveson Charitable Trust. The project provides a youth mentor who is mentoring ten young people over a year who have experienced care, are adopted or fostered. The aim is to provide these young people with a role model outside the context of school, or social care that they can talk to, but also begin to develop their own positive identity and interests.

Four of the young people live in Hereford, three are local to Leominster and four live in the Ross area. One young person is under the Gloucester local authority. Of the 11 schools and agencies that Vennture has contacted two schools, and two agencies have made referrals. The mentoring has taken place in six different schools in the county.

The progress that each young person is dependent on the young person's own commitment, but the Youth Mentor has been able to consistently see all of the young people. It is too early to comment on progress that each young person has made however, their commitment to the mentoring demonstrates a strong foundation from which growth is highly likely.

Although this project took longer than expected to take off it has now gained momentum, and we anticipate a successful future. It is believed that this project will inform the widder Vennture ambition to provide suitable housing to care experienced young people as they leave care.

3. Fresh Start Prevention Programmes

Overview
This year, our work has had had 3 distinct strands:

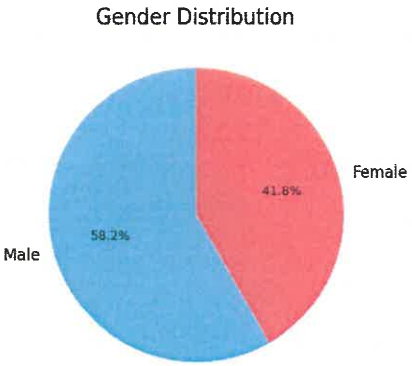
1. **Vennture relational mentoring programme** – helping individuals help themselves in making a fresh start, especially probation cases and prison leavers; those on the edge of the criminal justice system, and blue light services "frequent flyers";
2. **Vennture Response:** providing immediate assistance to individuals in crisis to stabilise their circumstances before transitioning into mentoring support.
3. **Vennture Bright Path:** Delivering and Training other practitioners in a holistic approach to preventing homelessness.

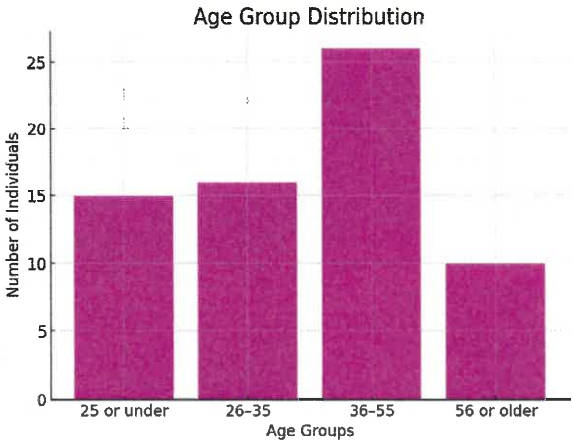
Key Achievements

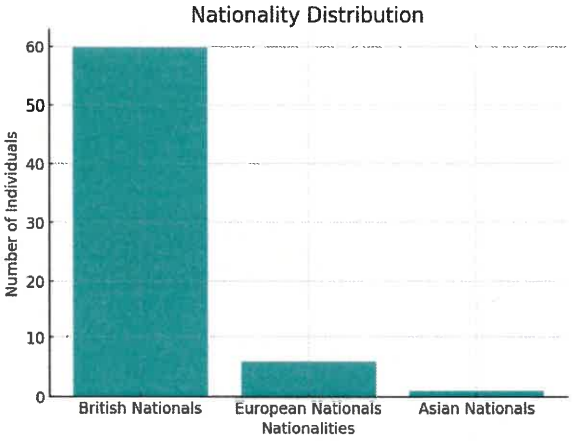
1. **Mentoring prison releases**
    - As statutory agencies such as probation face increasing challenges with high caseloads, our mentoring program has filled crucial gaps, offering tailored support to prison leavers and justice-involved individuals.
    - Our collaboration with the Community Chaplaincy Association (CCA), has extended support to prisoners under chaplaincy before and after their release.
2. **Vennture Response**
    - We have developed the systems, processes and learning to support pro-active early Fresh Start intervention.
    - We have evidenced Vennture Response reducing the need for unhealthy costly escalations - reducing demand on agencies: health, social services and police.
    - We have responded to referrals from within the community – many falling outside our historic scope, often requiring adult social care or specialist elderly support.
3. **Project Bright Path**
    - Highlights of Bright Path's work in 2024 include:
        - Improving the training package based on feedback and learning from the first programme.
        - Successfully running its second mental health training event for those working with rough sleepers.
        - Appointing two Level 7 mental health workers (one in Herefordshire, one in Worcestershire), significantly enhancing the project's capacity to address complex needs.
    - Feedback from the practitioner community has been overwhelmingly positive – especially about the practical approach to improving their practice in dealing with individuals presenting as 'high-risk', underscoring the program's importance.
4. **Accreditation in Protective Behaviours**
    - This training has enhanced our professional capabilities in ensuring the safety and well-being of the individuals we support.

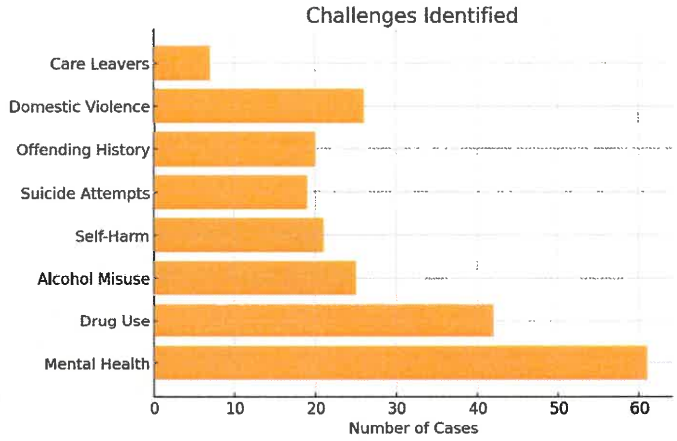
Vennture Response

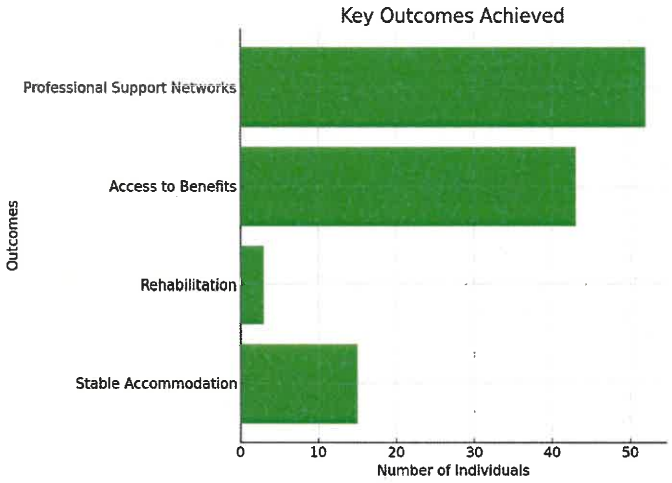
Referrals

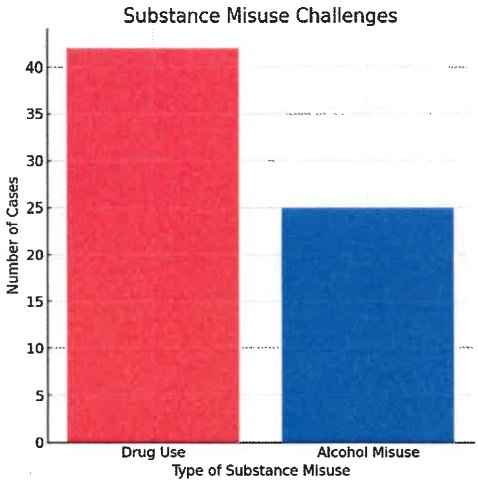












Conclusion

The holistic approach of *Vennture Response* made a tangible difference addressing individuals presenting with overlapping challenges such as mental health, substance misuse, and domestic violence and known to present with a variety of risks. The outcomes achieved highlight the value of a preventative response when individuals present with the first signs of need.

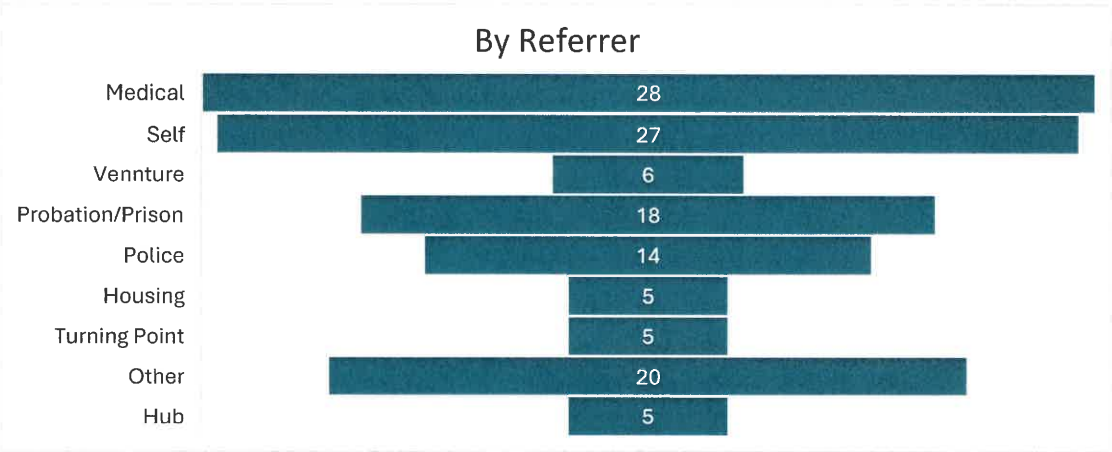
Fresh Start Mentoring

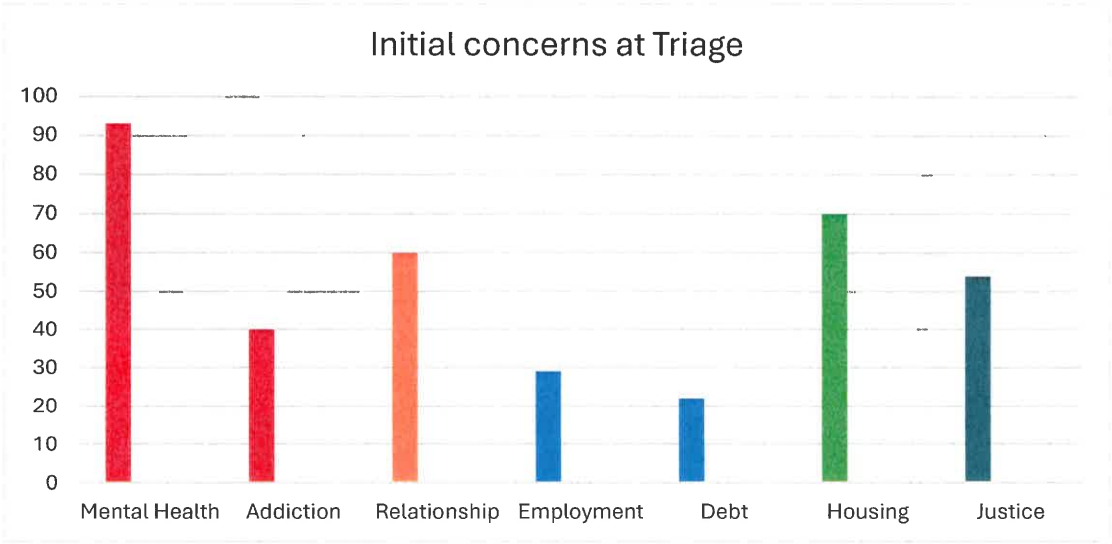
Referrals

Of 128 referrals 63 were male, 65 female. All were triaged and supported with basic needs and/or connected with appropriate support. 54 went on to engage in our full mentoring programme.

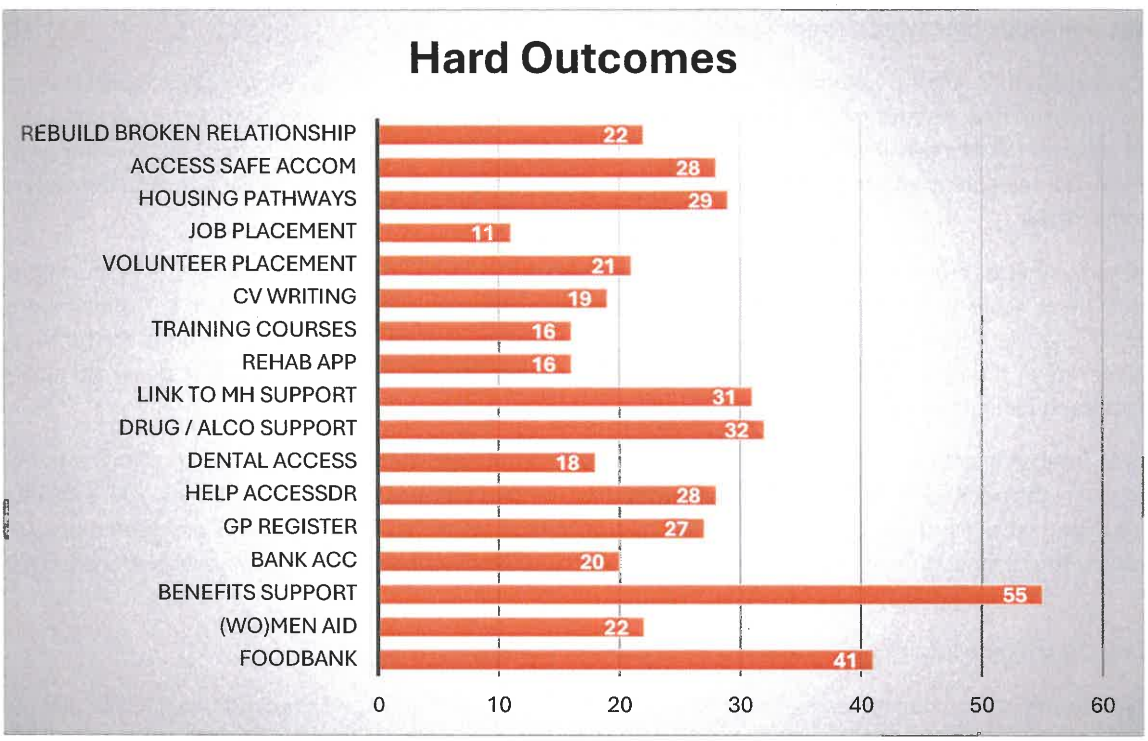


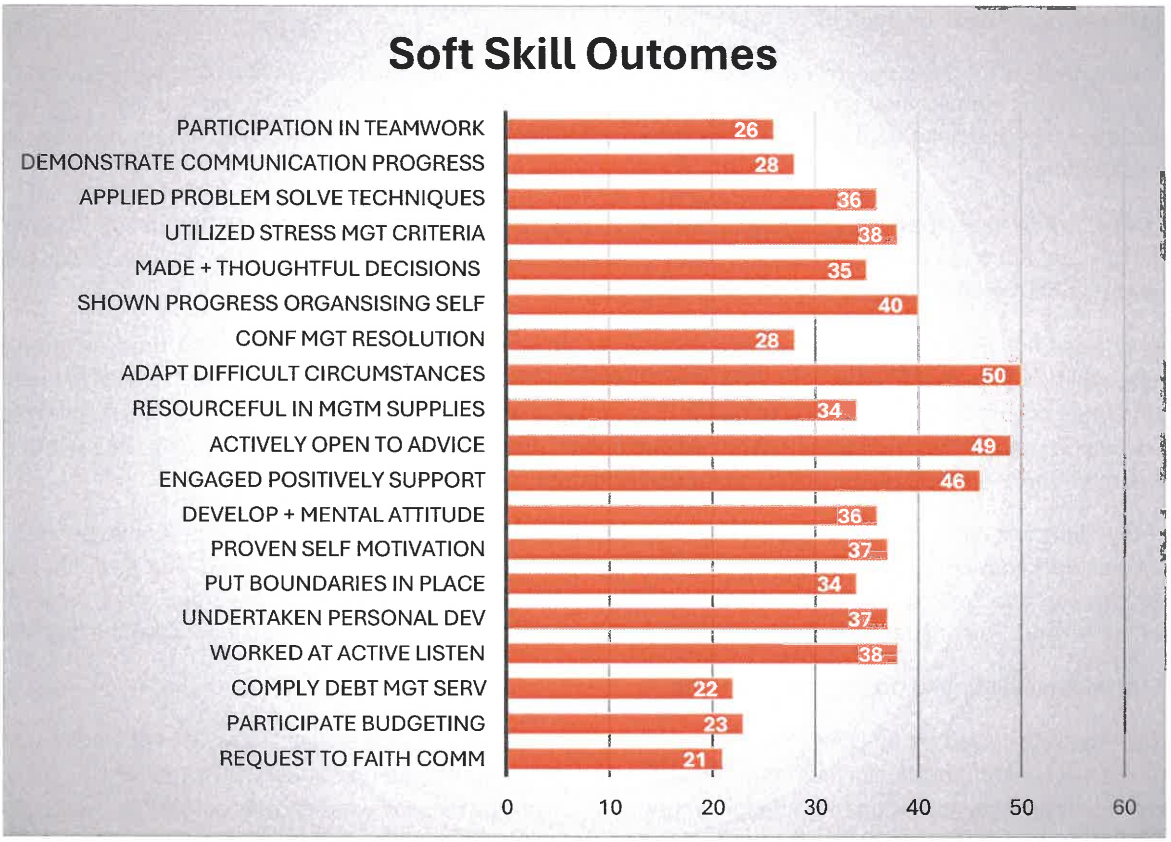
The January peak was before we separated mentoring and response referrals. We monitor referral numbers to ensure we manage our capacity effectively. Referring agencies indicate they could easily triple referrals if additional capacity were available.





Impact


Hard Outcomes
REBUILD BROKEN RELATIONSHIP 22
ACCESS SAFE ACCOM 28
HOUSING PATHWAYS 29
JOB PLACEMENT 11
VOLUNTEER PLACEMENT 21
CV WRITING 19
TRAINING COURSES 16
REHAB APP 16
LINK TO MH SUPPORT 31
DRUG / ALCO SUPPORT 32
DENTAL ACCESS 18
HELP ACCESSDR 28
GP REGISTER 27
BANK ACC 20
BENEFITS SUPPORT 55
(WO)MEN AID 22
FOODBANK 41
0 10 20 30 40 50 60


Soft Skill Outomes
PARTICIPATION IN TEAMWORK 26
DEMONSTRATE COMMUNICATION PROGRESS 28
APPLIED PROBLEM SOLVE TECHNIQUES 36
UTILIZED STRESS MGT CRITERIA 38
MADE + THOUGHTFUL DECISIONS 35
SHOWN PROGRESS ORGANSISING SELF 40
CONF MGT RESOLUTION 28
ADAPT DIFFICULT CIRCUMSTANCES 50
RESOURCEFUL IN MGTM SUPPLIES 34
ACTIVELY OPEN TO ADVICE 49
ENGAGED POSITIVELY SUPPORT 46
DEVELOP + MENTAL ATTITUDE 36
PROVEN SELF MOTIVATION 37
PUT BOUNDARIES IN PLACE 34
UNDERTAKEN PERSONAL DEV 37
WORKED AT ACTIVE LISTEN 38
COMPLY DEBT MGT SERV 22
PARTICIPATE BUDGETING 23
REQUEST TO FAITH COMM 21
0 10 20 30 40 50 60

Personal stories

1. The challenge of leaving prison - Oscar

Oscar's dad referred him 4-5 weeks before he was due to be released from prison. His boy's childhood story was a picture of self-abuse, destructive behaviour, absconding and being excluded from schools. When he was in a referral unit, he tried to take his own life and failed. His life continued and he became involved in crime. He was involved in crime until he was arrested for armed robbery. He had at least 2 stretches in prison, and then a release in Summer 2024.

We worked to line up employment and accommodation before Oscar was released but this proved impossible due to a lack of key papers. Consequently, attempts to prepare Oscar for his release before he left prison were not possible. He suffered several accommodation setbacks when he was first released. Without a structure and planned pathway meant adjusting to being out took its toll. It then proved difficult to provide a safety net and route to rehabilitation and a renewed life.

Thanks to intensive work, building a good relationship with Oscar and his parent, the support of loved ones, life took a turn for the positive. Oscar found himself offered two employment opportunities and is now working full time and has moved into his own room in a HMO. He is managing to not only save, but also give and loan money to his loved ones. The combination of regular gym work, a job and a supportive parent continue to help him sustain a fresh start.

3. Learning to face into things – Tina

Tina was referred to us when bailed for an alcohol related incident, which had occurred months ago. Naturally, Tina was trying to stay out of trouble. Tina has a personality disorder. Her instinct to run away when scared often allows problems to escalate to the point of living in terror.

Tina had a run in with a neighbour after she accidentally opened a letter addressed to him. She opened it fast and didn't read who it was addressed to. She apologised instantly via a note which her 19 year-old son took round. Several days later the neighbour arrived on her doorstep making threats, she apologised again. He was very angry and threatening.

Tina was scared as she knew the neighbour had been in prison for grievous bodily harm - GBH. Tina didn't want to make an issue, but this only fed her anxiety and as a recovering alcoholic was on the edge of a dangerous place. This was all documented but Tina didn't want anything done.

6 weeks later the neighbour arrived at the door again in a very threatening manner. This time, without any provocation, he use a closed fist and made towards her as though to force entry into her house. It was only because she had large dogs he didn't enter. He became so aggressive and threatening he told her if she kept opening his post he would put a bullet through her head, indicating this with his hand towards her forehead. She felt her life had been threatened, she was fearful for her teenage children.

Tina rang Vennture very upset; this time her Link Worker persuaded her to speak to the police, and supported her to make an appointment to see a lady officer away from her property. The police lady asked Tina what she would like to happen, and Tina asked if someone could ask him to stay away, she didn't want trouble but wanted his behaviour to stop. The police lady was supportive and kind and later the same day the police visited the neighbour.

4. The unseen victims of drug crime – Ricardo

Ricardo was referred to us by HMP Hewell. He is a known drug addict with a long history of substance abuse. Following charges of 'possession with the intent to supply,' he was placed on remand at Hewell. By the time his court case was heard, he had been inside for 12 months, the time on remand was considered, and he was released a week after trial.

He had tried to use his prison time well. He engaged in education and purposeful activity. However, seeing his family visiting him inside hurt him immensely as he faced what he was putting them through. Fuelled by powerful new feelings of failure, despite every attempt to stop using drugs while inside, he came out with an even bigger habit. At times he was using unsafe and unregulated drugs, although he had a script for his drug use for the duration of his sentence and had access to recovery programs.

Facing the outside world brought Ricardo a different set of fears and emotions.

Through the mentoring process Ricardo disclosed he was full of shame and guilt; living with his mother and niece, he was facing two more impending court cases. The thought of seeing his family visit him were setting off the same triggers and feelings all over again. The Link Worker began to involve his mother and niece in helping him take small steps to put his life on a steady footing.

His family started to hope for better things as they saw small changes in Ricardo. They rallied to assist him in clearing his old flat and together with his Link Worker, they helped Ricardo get to Turning Point appointments for addiction support while his Link Worker supported him to access the Turning Point doctor in preparation for rehab. When rehab was first discussed, it was tears all round coupled with excitement. A rehab start date for Ricardo is was established and his mother agreed to drive him there and committed to visit.

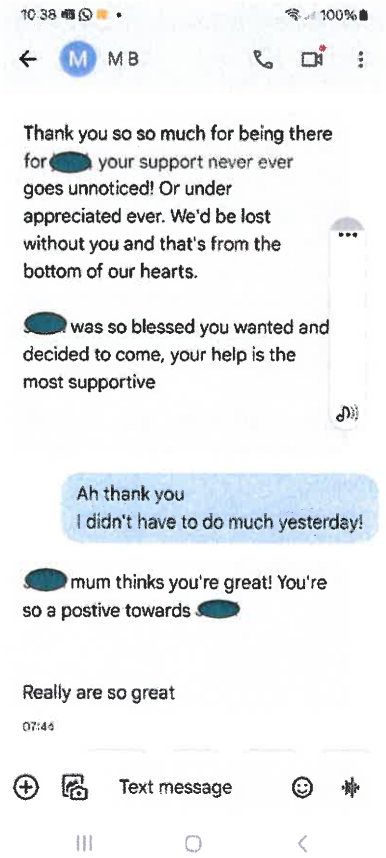
Working with the whole family in their home, wider issues emerged. Ricardo 's mother's poor physical health, worry and exhaustion were all too much. With all the strain, Ricardo's niece dropped out of education completely and stopped working. The Link Workers regular visits made them feel for the first time they had some support too.

As Ricardo went into rehab, this provided Link Worker time to work mentoring them. It emerged that mum has severe Mental Health difficulties and does not engage well with extended family or friends. The Link Worker encouraged mum to connect with an on-line training course and helped her to access it.

All three of the family now have their heads up and are looking forward for the first time in years. They all have embraced tremendous gratitude for the help they have derived from the in home mentoring.

Samples of Feedback Received

A weight has been lifted from my shoulders in a way thats very hard to explain. Thank you. Can you please pass on my deepest thank you, to everyone who is trying to help me. Its truly heart warming.



Hi [redacted]

I hope you're well.

I'm currently with the SNT team at Bromyard and they've been telling me about the support they've had from Vennture following a referral for a male with substance misuse issues who was causing some problems locally due to this. The team tell me that the support worker [redacted], has been absolutely brilliant and has secured a long-term rehab placement for the individual, even driving him to the placement to ensure he got there successfully. Great team work in action!

Kind regards,
Helen.

Superintendent Helen Wain
Local Policing Commander | Herefordshire | West Mercia Police
Mobile: 07773044406 **Ext:** 7722167
Email: helen.wain@westmercia.pnn.police.uk

There are no words to express for the help you, having given me in the past 12 months. [redacted] from Fresh Starts Vennture Hereford has put my life back together. Brilliant professional dedicated to people. Approachable, understanding and Compassionate. Gives direction when your confused

Funny really a real person sorting out and supporting real people's personal struggles. I wish I had met her 40 years ago. I am 60

I've got my self-esteem back and know I am really going to miss her as my life coach link worker. Please pass the message on. I have no other way to express my opinion of Vennture. So, I have donated £ 100 to Vennture link workers. If I will donate annually.

Thank you. L.... from Herefordshire

4. Street Presence Prevention Programmes

Overview

Responding to 'going-out trends', Herefordshire Vennture's Street Presence Teams expanded significantly in 2024 from Friday and Saturday night-time shifts to Thursday to Saturday twilight and night-time shifts.

Street Presence uniformed volunteer teams are also now growing a presence in Ross and Leominster. In addition, we extended our Lean on Me training and protocols to enable sixth formers and students to provide triage skills on the street.

These changes have increased Vennture's calm, reassuring uniformed presence, improved the responsive capability to support door staff and CCTV and allowed the Vennture street Presence to help more people come home safe. Cost savings for emergency services totalled £10,931.

276 incidents were attended, involving triaging 232 people; teams have observed a marked increases in the presence of white powder and on two occasions dealt with life threatening drug experimentation in 18/19 year olds.

57 incidents involved discouraging and reporting antisocial behaviour including drug dealing. 12 incidents involved deterring predators. Teams have growing concerns about the brazen approach of some exploitative behaviours connected with the growth of establishments with links to serious organised crime.

Working with West Mercia Police through the Hotspot Policing Initiative our teams 425 reports to reduce anti-social behaviour and crime.

- 2,562 volunteer hours.
- New twilight shifts addressed demands of people presenting with needs in the early evening.
- Began the expansion of operations into Ross and Leominster.
- Lean-on-Me mobile response enhanced flexibility.
- Supported 276 individuals to Come Home Safe: 232 intoxicated; 15 injuries; 18 kept safe.
- 12 predators deterred and reported to police.
- Reduced anti-social behaviour with 425 reports aiding West Mercia Police.
- 2,562 volunteer hours
- Cost savings for emergency services: £10,931.

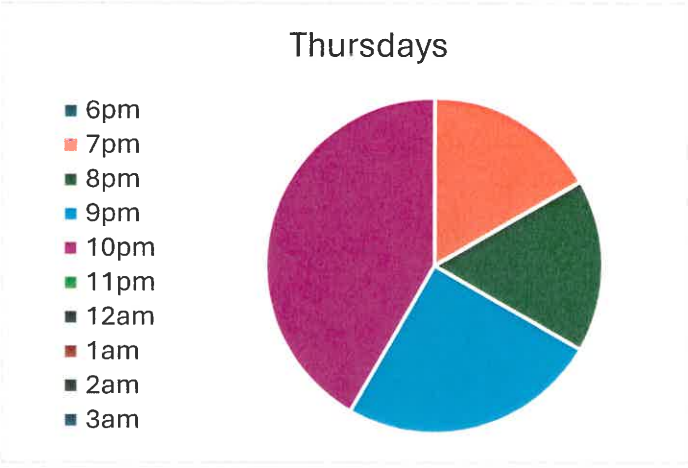
Deployment

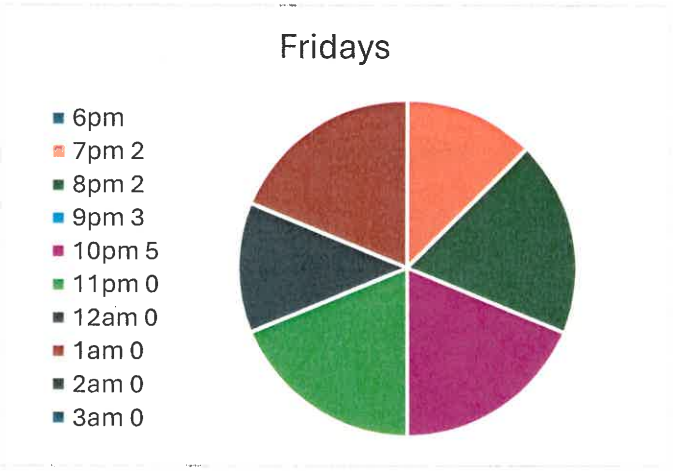
Data from 2023 and feedback from various agencies indicated that our teams were responding to incidents earlier in the evenings, a trend influenced by the evolving nighttime economy post-COVID. To meet these new demands, our street teams introduced twilight shifts, patrolling from 6pm to 11pm. This change provides a calm and reassuring presence in the city during peak footfall hours.

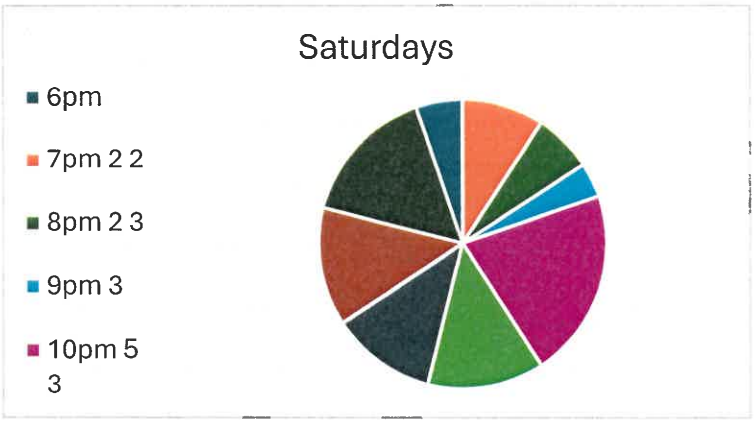
Lean on Me student teams have also gone mobile to produce more hours of visibility on the street, enhancing our presence, and ensuring the public feels safe and secure, utilising the consistent patrol hours.

Street Presence 2024			
	Shifts	**Visible hours**	**Volunteer Hours**
Street Pastors	63	378	1,134
Twilight Ambassadors	42	168	560
Daytime Ambassadors	80	240	480
LOM	14	70	280
Leominster	8	36	72
Ross	3	12	36
Totals	**210**	**899**	**2,562**

Since the implementation of twilight shifts in August 2024, the data below shows times that teams are called to incidents. The distribution of incidents from 7pm onwards highlights the necessity of our early evening patrols.



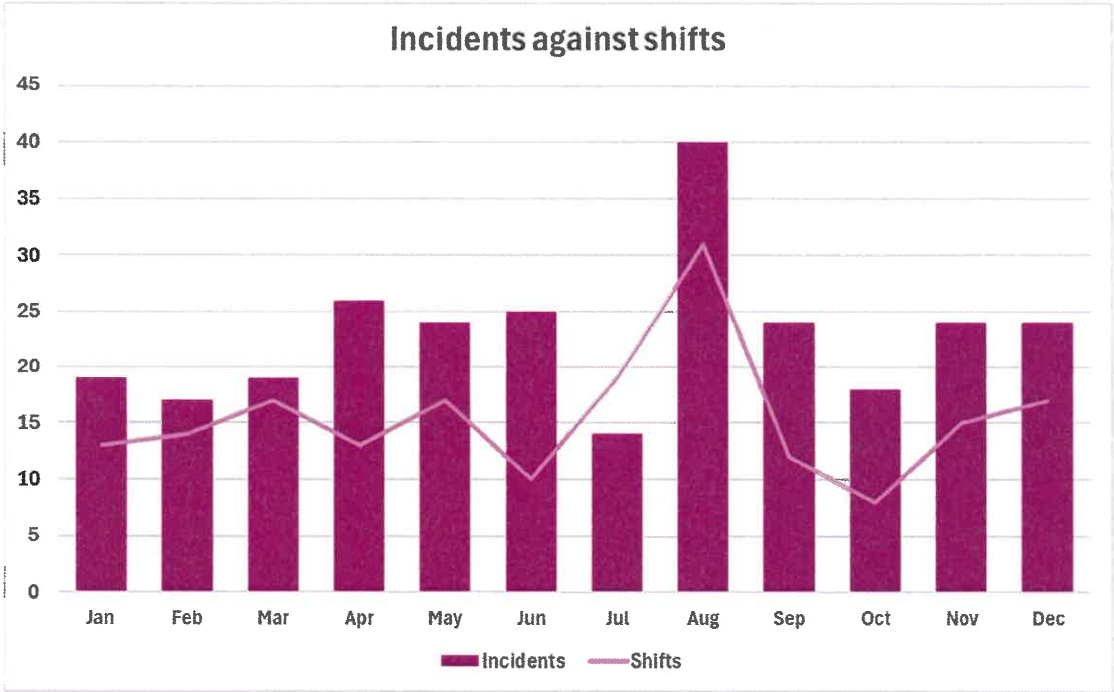




Impact

People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
		Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	
276	210	499	105	31	154	97	57	958

We continue to see a reduction in the number of bottles cleared indicating a continued reduction in preloading post covid.

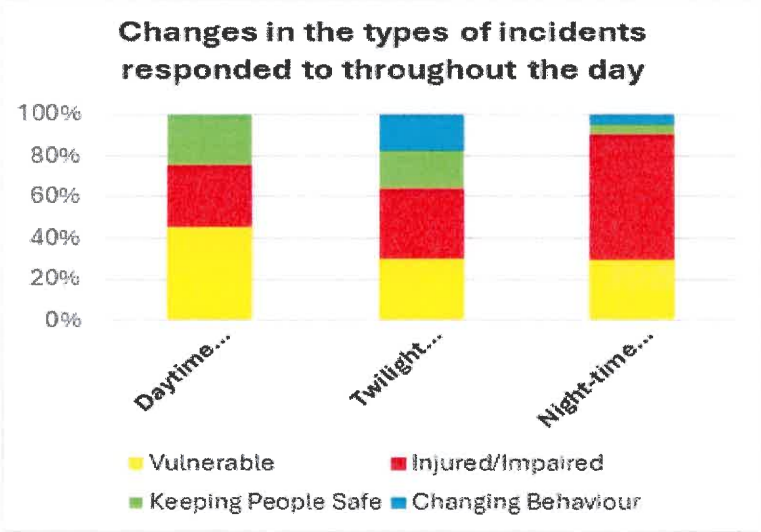


Our Street Presence patrols increased significantly during August 2024 due to additional training and *'learning patrols'* linked to our working alongside West Mercia police in the hotspot's initiative, aiming to reduce serious violent crime and anti-social behavior through sporadic uniformed patrols.

Patterns

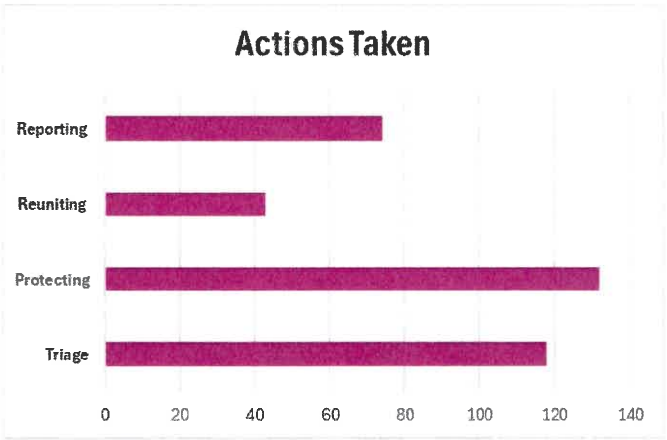
Footfall in Hereford and The Market Towns continues to be unpredictable; payday weekends are not always indicators of peak footfall. Regardless, a pattern emerges in nature and types of incidents that teams attend at different times.

Incidents	
Isolated/Alone	17
Lost/Left Group	3
Upset	10
Vulnerable	18
Can't Get Home	2
Injured	15
Suspect of Predator	3
Possible Predator	5
Intoxicated	232
Possible Drug Use	8
Homeless	5
Suspicious Behaviour	13
Suicidal	1



Incidents attended are increasing in line with additional patrols and the most common reasons for engaging have continued to be: 'helping the injured and impaired' and 'supporting the vulnerable.' Everyone encountered is triaged fully. The numbers of those with significant injuries increased significantly over December resulting in a greater number of people being taken to A&E than usual.

We see a clear trend in twilight shifts towards promoting safety and supporting vulnerable individuals, addressing concerns such as isolation, mental health, and homelessness. By being present during these hours, our teams are able to engage with individuals who might not otherwise seek help, creating a bridge to critical resources and support services.



Meanwhile, nighttime teams continue to provide essential support to those out in the night-time.

These teams handle more acute situations, including intoxication, injury, and safeguarding vulnerable individuals in high-risk environments. The complementary roles of the daytime and nighttime teams ensure a seamless and effective approach to street safety and support across a broader timeframe.

Our teams focus on making sure every person they encounter doesn't leave our care until they are safe, this includes performing a quick medical assessment when we initially engage with an individual so they can always make the most informed decisions about what care that person needs.

Savings

One of the primary objectives of our street team is to alleviate the burden of unnecessary demand on emergency services - including A&E.

Analysing the outcomes of the incidents we attend allows us to quantify the impact of our role as the initial point of contact on the street. Our street triage determines the level of care required, making sure those who need to be assessed in A&E are taken their quickly and handed on with a full medical history; those who can be placed in supervised recovery in our safe place are cared for better allowing emergency services to respond faster.

	Number Prevented	Monetary Value
Ambulance call outs saved	18	£7,506
A&E admissions prevented	25	£3,425
Total Saving		**£10,931**

6th Form students

Post covid, the number of individuals requiring supervised recovery in our Safe space by our Lean-on-Me volunteers has gradually declined, despite the consistency of incidents occurring on the street. This possibly reflects a national trend of young people drinking less, though this contrasts with the increasing prevalence of 'white powder' in the night time economy.

In conjunction with the noticeable shift in timing of these incidents, a growing frequency of occurrences earlier in the evening, the Lean-on-Me program underwent significant restructuring in 2024 to enhance the student's volunteering experiencing and maximising their contribution. This year, the program transitioned to a fully mobile response unit, enabling more flexible and efficient support for those in need. The "Donkeys"—our specially equipped vans— were equipped so they are prepared to handle anything from minor injuries to more severe incidents, including acid attacks. The "Donkeys" are also equipped with Automated External Defibrillators (AEDs).

We have now set up the Donkeys so people can be triaged in the back of the vehicle safely. The supervised recovery space remains available in The Merton for use if an individual requires extended recovery time.

Part of the additional training that students are undertaking relates to street safety – their own as well as those they care for. This has provided valuable opportunity to raise their awareness of CCTV, safe routes home and areas presenting specific risks. This has led to 6th formers raising concerns for their friends and encouraged them to become peer advocates in the 6th form.

New student recruitment for the Lean-on-Me program went well in 2024, with nine new students joining the initiative. These students have completed their training and have already begun their practical work on the streets. They are set to graduate on February 27, 2025, further strengthening our ability to provide comprehensive street support.

> *"I would recommend this programme to anyone who has a passion for caring for others and wants to help vulnerable people feel safe again. It is also a great way to show your enthusiasm for health and social care when applying to related professions"* – ***Student***

Case Studies

Our work on the streets often involves handling challenging situations with compassion and care. Here are four examples of how our teams have made a difference:

Supporting a Vulnerable Teenager: One evening, our team encountered a 12-year-old girl who had consumed a bottle and half of vodka. She was in a severely impaired state and required urgent care. Our team provided immediate support, ensuring she was safe and received the medical attention she needed while they waited for Police and an ambulance to attend. The team then supported the police in reconnecting her with her mum, who we transported to the hospital to be with her.

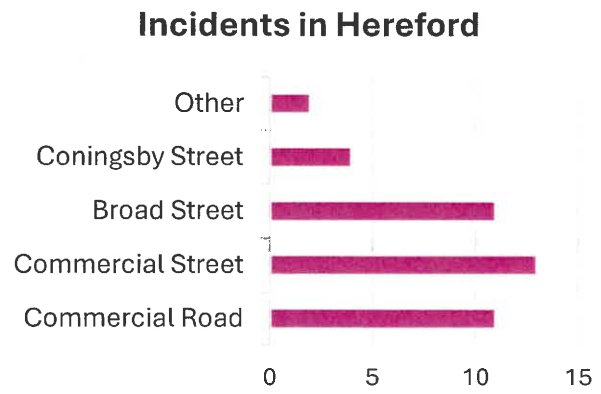
Responding to a Medical Emergency: Our team received a call from door staff at a venue about an unconscious young woman outside the venue. Her friends were panicking and unsure of how to help. Upon arrival, we conducted a basic medical check and determined she needed immediate hospital care having taken ketamine and alcohol. We transported her to the hospital in the Donkey, accompanied by a few of her friends, ensuring she had support during the transfer. We then provided support to the friends as it had been a traumatic experience, whilst ensuring the parents of the young person were contacted to ensure a safe return home.

These case studies illustrate the critical role our Street Presence Teams play in safeguarding and supporting individuals in need, reinforcing our commitment to making Herefordshire's streets safer for everyone.

Hotspot Strategy

West Mercia Police's *Operation Radiate* focuses on having a visible uniformed presence in vulnerability hotspots identified by high levels of crime and anti-social behaviour. The uniformed presence acts to deter bad behaviour while providing a reassuring presence to the public.

We have contributed to the project in Hereford and Leominster since its launch in August 2024. Our Street Teams have made 425 patrol reports to Operation Radiate, which have been instrumental in addressing the safety of these targeted areas and tackling the wider aim of reducing anti-social behavior and crime across the country.





Using National College of Policing definitions, a total of 57 incidents of anti-social behavior were recorded, with most hotspots aligning closely with expected activity levels. An exception was Leominster's Corn Square, which saw lower-than-expected incident levels due to construction which ran from the start of the project and finished mid-December. This data has been recorded into police databases, informing strategies to reduce crime and improve safety in and around the hotspots, enhancing their safety.

Recent reports from the police indicate that this initiative is having the desired effect on crime and anti-social behaviour levels not only in those areas but surrounding areas as well. This noticeable reduction in anti-social behavior and crime underscores the effectiveness of these targeted interventions and creating a safer Herefordshire.

"[Vennture] supporting the most vulnerable through a number of different projects for some considerable time is recognised across the Community Safety Partnership and beyond as it not only provides reassurance to the community in the County of Herefordshire, but reduces the demand on police, ambulance and other health services by preventing or intervening before issues escalate to these services." – ***West Mercia Police***

Conclusion

2024 was transformative for Vennture's Street Presence initiative, marked by significant achievements and progress. From the introduction of the expanded Street Presence hours of Twilight to laying the groundwork for extending coverage to Ross and Leominster, our teams have continued to expand and adapt to meet the evolving needs of our community.

The Lean-on-Me program's transition to a mobile unit demonstrated our commitment to providing flexible and efficient support, while continuing to meet the needs of the community. The successful recruitment of nine new students and 6 new adult volunteers ensures this essential service will remain robust in 2025 and beyond. These new recruits have already made a meaningful impact on the streets, learning and supporting our stable and committed cohort of volunteers.

Our involvement in the Hotspot Policing Initiative has not only helped reduce anti-social behaviour and crime in high-risk areas it has also strengthened our cross-sector working. The data gathered and shared through this initiative underscores the value of our street presence in fostering safer and more connected communities.

Together, these efforts represent a holistic approach to community care—one that combines immediate assistance, preventative measures, and long-term support. As we move forward, Vennture's Street Presence Teams will continue to be a beacon of safety, compassion, and hope for all those in need reinforcing our commitment to making Herefordshire's streets safer for everyone.

"It was so wonderful to be in a room of people that cared so much for others, it something you don't get to see in other places and I felt I was part of something special" – **A new street volunteer**

Vennture Enterprises

(a wholly owned subsidiary of Herefordshire Vennture)

Chairs report

The Merton Hotel

Vennture Enterprises Limited

Chairs Report

Vennture Enterprises Limited was registered as a wholly owned subsidiary of the charity in December 2021. Its objective is primarily to provide an alternative income stream for the charity through property and, longer term, to support the charity's social objective of 50 front doors.

The purchase of The Merton in 2022 for emergency accommodation under a council contract really came to fruition in 2024 with occupancy averaging around 90%. Interest on the charity loan is now over £50K pa, with excess profits over £2.8K per calendar month, which will be gifted back to the charity.

Finances have also allowed for increased administrative and financial staff based at the charity's offices and improved support staffing at the Merton. The housekeeping function has been taken back in hand, saving considerable costs going forward.

The increased demand has impacted on the wear and tear of the Merton and increased maintenance and improvements are required, which are provided for in next year's budget.

Challenges with Herefordshire Council management and their budgets has had to be managed carefully, but operationally there is an excellent relationship and, most importantly, the guests feel safe and supported at the Merton endorsing the excellent work of the team.

The accounts for Vennture Enterprises Limited have been prepared on a going concern basis, on the understanding that the only shareholder, and primary mortgage holder upon the company's assets is Herefordshire Vennture 'the parent company'.

Hugh Pattison-Appleton
Chair

The Merton Hotel

Residents
This year we provided emergency accommodation to 28 families including 30 children and 48 individuals.

It is important to remember that all our guests have gone through a recent trauma of facing homelessness, often after a series of other traumatic experiences such as relationship breakdown, abuse, job loss or eviction.

Often they come to us very scared, isolated and alone having lost connection with people, place and purpose. Many do not have the resilience to hold a conversation. Many cry themselves to sleep for the first few nights. Most are just like us – ordinary, decent, hardworking people who have hit a big bump in the road.

Improvements
2024 was a dynamic year for The Merton Hotel deepening our application of our Vennture values: Faith, Love and Endeavour.

Values: We integrate Vennture's Christian values into all our daily operations – internally and with our guests. By doing so, we have created an environment where faith, love, and endeavour are not practiced by the team and embraced by the people we serve. Guests comment on the positive, supportive atmosphere that extends beyond the walls of the hotel, helping guests apply these values in their personal lives and interactions with others.

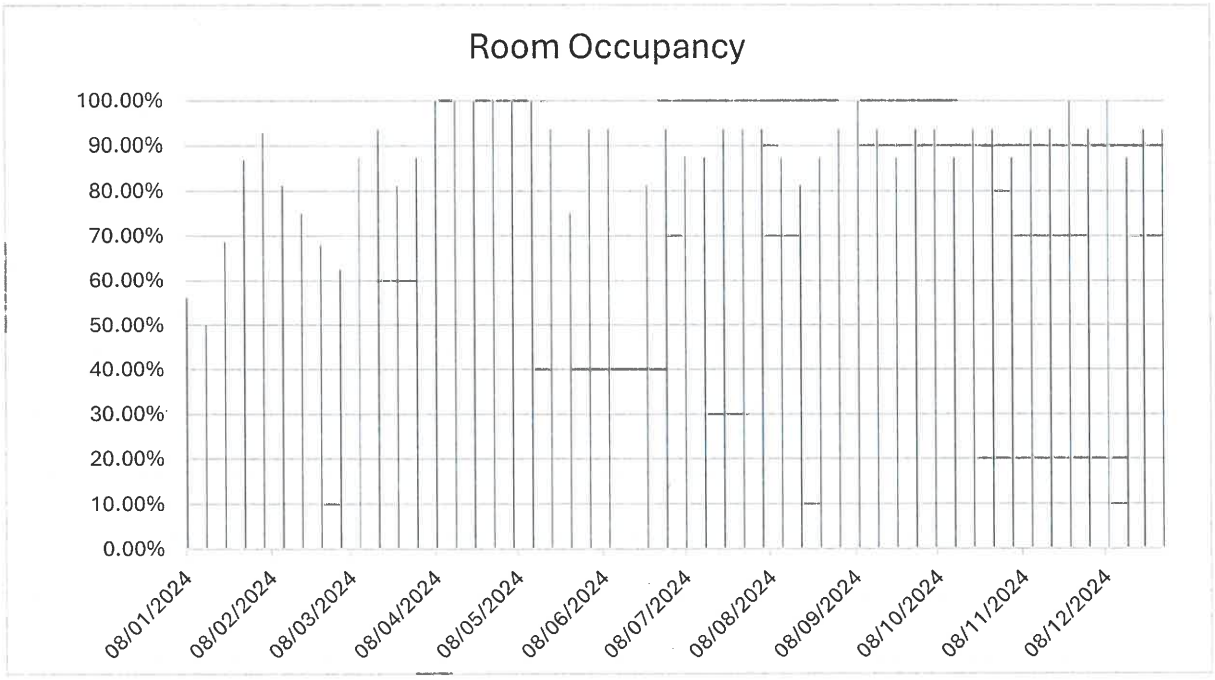
Feeling safe: Our team put significant effort into enhancing the overall guest experience – especially in helping residents be and feel safe. We cultivate a welcoming and homely atmosphere through small acts of *Loving People Better*: actively listening to our guests, understanding their needs, and ensuring we provide the best and most suitable adaptations as possible.

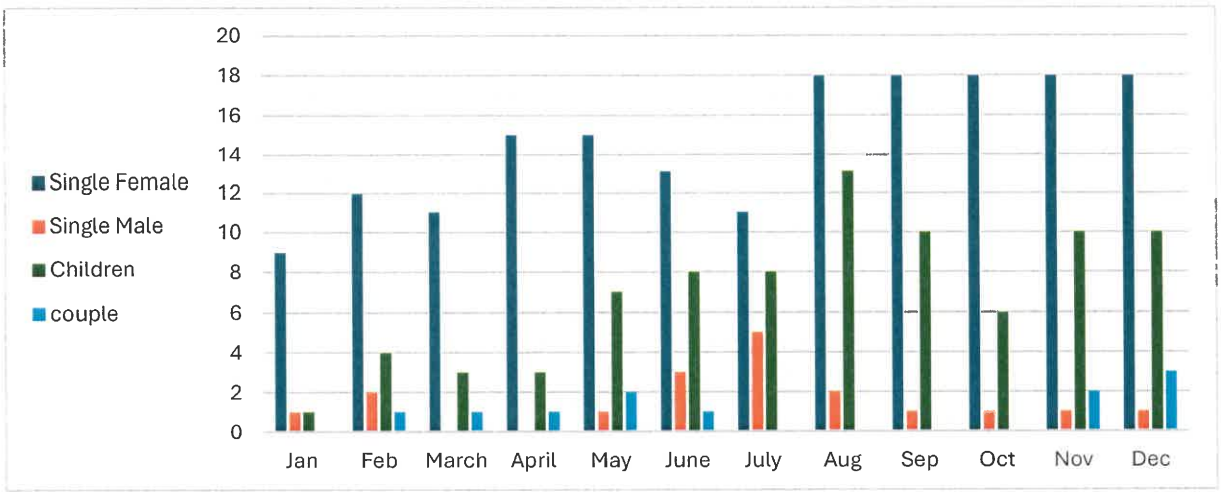
Community: We have a strong sense of community within the hotel and we created a space where guests feel comfortable to engage, share, and connect with one another. This allows guests to build meaningful friendships, not only among adults but also extending to the children. We encourage peer support groups to form naturally so no one feels alone. Eating together builds natural connections and contributes to a welcoming and inclusive atmosphere that enhances the overall sense of belonging and acceptance.

Connections: Through our ongoing engagements with guests, we have been able to identify several gaps in their understanding of their current situation as well as basic life skills. These insights have provided us with valuable opportunities to connect guests with a wide range of support services. By collaborating with various professionals, we have been able to offer tailored assistance that meets the specific needs of individuals staying at The Merton.

Support: Through working with Venntures such as Taurus Health Care and Healthy Lifestyles, we have been able to offer a variety of support, ranging from practical skills like basic cooking and budgeting to more specialized assistance, including mental health support and addiction recovery services. These collaborations have not only helped guests address immediate needs but have also empowered them with the tools and knowledge to improve their overall well-being and quality of life. By addressing these underlying issues, we are fostering a supportive environment that contributes to long-term positive outcomes for our guests.

Occupancy
2024 average occupancy at The Merton has been 88.9%; it remained high to the end of 2024, consistently exceeding our target of 90%. This means that, on average, only one room has been left vacant at any given time, reflecting the high demand for our rooms. We maintain this level of occupancy through a combination of planning and being responsive, ensuring we meet the needs of our guests and Hereford Council. Our relationship with the council's temporary accommodation team has been steadily growing.





	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
Single Female	9	12	11	15	15	13	11	18	18	18	18	18
Single Male	1	2			1	3	5	2	1	1	1	1
Children	1	4	3	3	7	8	8	13	10	6	10	10
couple		1	1	1	2	1					2	3
Sum	**11**	**19**	**15**	**19**	**25**	**25**	**24**	**33**	**29**	**25**	**31**	**32**

The prevalence of **Single Females, 61%**. and **Children, 29%** in the occupancy emphasise the need for our values driven approach and prioritising people feeling safe – especially in the context of growing awareness of the inadequacy of provision for these groups. The strong and consistent demand for rooms throughout the year, with several weeks reaching full capacity, demonstrates the need for us to grow our capacity by acquiring further properties.

Operations

Appointing a dedicated manager to oversee the operation of The Merton has made a transformational difference. As has been described, it has enabled us to realise our ambition to create a safe, secure and well-purposed environment albeit within very tight contractual and budgetary constraints.

Maintenance: Maintaining the building poses its challenges given the age of the property. We uphold standards across the building through a predictive prevention focussed plan to ensure the property remains in good condition and operates smoothly. In 2025 we will begin the work of drawing up plans for the conversion of the building.

We have brought our cleaning services in-house to give us greater control over quality and consistency, while also providing the added benefit of reducing our costs.

People: Now we are operating in a 'stable state', we have reassessed our Merton team's roles and structure. As a result, we have developed a comprehensive plan to streamline the workings of the hotel over the next year to:

1. Create a more supportive and sustainable working environment,
2. Enhance the overall efficiency and effectiveness of the team,
3. Make things easier for individuals,
4. Improve the team's availability to residents.

Business: We are humbled by the support we receive from local Hereford businesses. We have been gifted a wide range of items, including air fryers, handmade blankets, and cuddly teddies for children, in addition to, a TV for our communal area, clothing, children's toys, and much more. Each contribution, big or small, has made a profound difference and accelerated our ability to create an environment of security and well-being.

Going forward we want to nurture business relationships that address the biggest challenges facing our residents: financial independence and the ability to self-determine. We want to collaborate with businesses to open opportunities for our residents to gain skills and reconnect with meaningful employment.

Community: Christmas illustrated the support we enjoy from our local community. As you can imagine, Christmas is particularly difficult for many of our guests. Thanks to the overwhelming generosity of our local community, we were able to bring some joy to their lives, our heartfelt thanks are due for donations from Dunelm, Brightwells, The Green Dragon, The Cathedral as well as from a kind-hearted family from Hereford, which ensured that every guest woke up to a gift on Christmas morning.

Strategy

The Board and Charity remain committed to a strategy of acquiring further properties which meet 2 criteria: **Short-term** to offer the opportunity to reduce the local emergency accommodation crisis; **Long-term** to find properties which are convertible to safe, secure Vennture Homes for families escaping homelessness, or care-experienced young people.

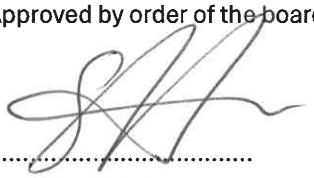
We are cultivating collaborative relationships with Warwick Business School, Stronger Families and Children (SFAC) and The National House Project to realise our ambitions. In 2025 we will acquire our third property and bring on board dedicated resource to grow and deliver the proposition.

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forecoming Annual General Meeting.

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

Approved by order of the board of trustees on .....17/3/25..... and signed on its behalf by:



.....
Rev S Tarlton-Trustee

Statement of Trustees' Responsibilities for the Year Ended 31 December 2024

The trustees (who are also the directors of Herefordshire Vennture for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by order of the board of trustees on 17/3/25 and signed on its behalf by:

.....

Rev S Tarlton - Trustee

Opinion
We have audited the group and parent charitable company financial statements of Herefordshire Vennture (the 'group' and 'parent charitable company') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the group and parent's financial statements:
- give a true and fair view of the state of the group and parent charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast doubt on the charitable company and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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

Our opinion on the group and parent's financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the group and parent charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the group and parent's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the sector in which it operates.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:
- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- Assessing the design effectiveness of the controls in place to prevent and detect fraud;
- Assessing the risk of management override including identifying and testing journal entries;
- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

Use of our report

This report is made solely to the group and parent charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the group and parent charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the group and parent charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery Accountancy Ltd

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 18/3/25

Herefordshire Vennture

Consolidated Statement of Financial Activities
for the Year Ended 31 December 2024

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	64,005	13,562	13,608	91,175	72,901
Charitable activities	5					
Helping families, young people and individuals		46,540	-	897,097	943,637	607,143
Other trading activities	3	62,230	269,290	-	331,520	175,174
Investment income	4	839	-	162	1,001	1,062
Other income		109	-	456	565	1,479
Total		173,723	282,852	911,323	1,367,898	857,759
EXPENDITURE ON						
Raising funds		-	235,932	-	235,932	58,285
Charitable activities	6					
Helping families, young people and individuals		352,362	33,744	828,177	1,214,283	1,112,559
NET INCOME/(EXPENDITURE)		(178,639)	13,176	83,146	(82,317)	(313,085)
Transfers between funds	20	114,723	28,965	(143,688)	-	-
Gain on revaluation of investment property		-	226,625	-	226,625	-
Net movement in funds		(63,916)	268,766	(60,542)	144,308	(313,085)
RECONCILIATION OF FUNDS						
Total funds brought forward		121,745	860,562	895,285	1,877,592	2,190,677
TOTAL FUNDS CARRIED FORWARD		57,829	1,129,328	834,743	2,021,900	1,877,592

The notes form part of these financial statements

Consolidated Balance Sheet
31 December 2024

	Notes	31.12.24 £	31.12.23 £
FIXED ASSETS			
Tangible assets	12	826,139	841,734
Investments	13	937,000	705,530
		1,763,139	1,547,264
CURRENT ASSETS			
Debtors	14	221,762	192,910
Cash at bank and in hand		433,674	535,782
		655,436	728,692
CREDITORS			
Amounts falling due within one year	15	(115,060)	(90,742)
NET CURRENT ASSETS		540,376	637,950
TOTAL ASSETS LESS CURRENT LIABILITIES		2,303,515	2,185,214
CREDITORS			
Amounts falling due after more than one year	16	(281,615)	(307,622)
NET ASSETS		2,021,900	1,877,592
FUNDS	20		
Unrestricted funds		1,187,157	982,307
Restricted funds		834,743	895,285
TOTAL FUNDS		2,021,900	1,877,592

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

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

The trustees acknowledge their responsibilities for

(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.

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 17/3/25 and were signed on its behalf by:

.....
Rev S Tarlton - Trustee

The notes form part of these financial statements

Balance Sheet
31 December 2024

	Notes	31.12.24 £	31.12.23 £
FIXED ASSETS			
Tangible assets	12	824,752	841,734
Investments	13	1	1
		824,753	841,735
CURRENT ASSETS			
Debtors	14	983,009	993,718
Cash at bank and in hand		420,595	514,474
		1,403,604	1,508,192
CREDITORS			
Amounts falling due within one year	15	(78,572)	(58,460)
NET CURRENT ASSETS		1,325,032	1,449,732
TOTAL ASSETS LESS CURRENT LIABILITIES		2,149,785	2,291,467
CREDITORS			
Amounts falling due after more than one year	16	(281,615)	(307,622)
NET ASSETS		1,868,170	1,982,845
FUNDS	20		
Unrestricted funds		1,033,433	1,088,560
Restricted funds		834,737	895,285
TOTAL FUNDS		1,868,170	1,983,845

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Rev S Tarlton - Trustee

The notes form part of these financial statements

Herefordshire Vennture

Consolidated Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	(53,169)	(91,375)
Interest paid		(28,323)	(17,276)
Net cash used in operating activities		(81,492)	(108,651)
Cash flows from investing activities			
Purchase of tangible fixed assets		(17,947)	(14,414)
Purchase of investment property		(4,845)	(22,111)
Sales of tangible fixed assets		2,136	-
Reclassification of assets		-	(4,435)
Interest received		1,001	1,062
Net cash provided by/(used in) investing activities		(19,655)	(39,898)
Cash flows from financing activities			
New loans in year		-	294,034
Loan repayments in year		(961)	(4,488)
Net cash provided by financing activities		(961)	289,546
Change in cash and cash equivalents in the reporting period		(102,108)	140,997
Cash and cash equivalents at the beginning of the reporting period		535,782	394,785
Cash and cash equivalents at the end of the reporting period		433,674	535,782

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 December 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.24 £	31.12.23 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(82,317)	(313,085)
Adjustments for:		
Depreciation charges	29,950	32,141
Interest received	(1,001)	(1,062)
Interest paid	28,323	17,276
Decrease/(increase) in debtors	(28,852)	167,639
Decrease in creditors	728	5,716
Net cash used in operations	(53,169)	(91,375)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24 £	Cash flow £	At 31.12.24 £
Net cash			
Cash at bank and in hand	535,782	(102,081)	433,674
	535,782	(102,081)	433,674
Debt			
Debts falling due within 1 year	(6,925)	(25,046)	(31,972)
Debts falling due after 1 year	(307,622)	26,007	(281,615)
	(314,547)	961	(313,587)
Total	221,235	(101,147)	120,087

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Group Financial Statements
The results of Herefordshire Vennture and its wholly owned subsidiary Vennture Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

Going Concern
The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements. The charitable company has the continued support of its bankers and funders and have concluded that the company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Charity has a clear, well-resourced plan to continue to further diversify and increase its income in 2025 and build its unrestricted reserves.

The board will continue to monitor and review the activities and provide strong and clear governance.

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

Income from donations is included as income when these are receivable, except as follows:

i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from government and other grants, is recognised when charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

1. ACCOUNTING POLICIES - continued

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

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

Charitable activities
Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Charitable activities
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit and accounts preparation fees and costs linked to the strategic management of the charity.

Tangible fixed assets
Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line
Freehold Property	2% per annum straight line
Building Improvements	5% per annum straight line
Motor Vehicles	20% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

Investment property
Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in profit or loss.

Investment property is initial recognised at cost and subsequent remeasured to fair value at each reporting date, with charges to fair value recognised in profit or lose.

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due after any discounts offered.
Prepayments are valued at the amounts prepaid net of any discounts due.

1. ACCOUNTING POLICIES - continued

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Fixed asset & current investments

Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.12.24 Total funds	31.12.23 Total funds
	£	£	£	£
Donations	65,998	12,601	78,599	63,843
Gift aid	11,569	1,007	12,576	9,058
	77,567	13,608	91,175	72,901

Included within the above unrestricted total is £13,562 of designated income.

3. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	31.12.24 Total funds	31.12.23 Total funds
		£	£	£ £
Room hire	4,568	-	4,568	4,615
Vennture Enterprises Ltd	326,952	-	326,952	170,559
	331,520	-	331,520	175,175

Included within the above unrestricted total is £269,290 of designated income.

4. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	31.12.24 Total funds	31.12.23 Total funds
	£	£	£	£
Deposit account interest	839	162	1,001	1,062
Intercompany loan interest	-	-	-	
	839	162	1,001	1,062

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.24 Helping families, young people and individuals £	31.12.23 Total activities £
Grants	939,752	602,943
Training services provided	3,885	4,200
	943,637	607,143

Income from charitable activities is split £46,540 unrestricted and £897,097 restricted.

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

	31.12.24 £	31.12.23 £
Garfield Weston Foundation	45,000	-
The Eveson Charitable Trust	95,000	-
Building Better Opportunities	-	30,834
Herefordshire Council	323,562	146,217
Hereford Cathedral	34,167	94,000
Herefordshire Community Foundation	5,297	1,000
West Mercia Police and Crime Commissioner Exchequer Services	50,000	3,000
Landau Ltd	-	2,781
Lloyds Bank Foundation	-	25,000
Gorsley Baptist Church	760	1,350
Secretary of State for Work and Pensions	251,281	124,983
The National Lottery Community Fund	-	63,484
Baring Foundation	-	37,000
Hereford City Council	1,500	3,000
West Mercia Community Safety Partnerships	13,818	20,294
Ludlow Trust Company Ltd	-	5,000
Community Chaplaincy Association	-	10,000
Mental Health Rough Sleeper Project	-	35,000
Access Reach Fund	14,950	-
Albert Hunt	7,000	-
Victoria Charitable Foundation	950	-
NHS Herefordshire & Worcestershire ICB	95,967	-
St Martins in the Field Charity	500	-
	939,752	602,943

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities £	Support costs (see note 7) £	Totals £
Helping families, young people and individuals	937,896	4,746	271,641	1,214,283

7. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
Helping families, young people and individuals	29,565	53,398	172,256	16,422	271,641

8. NET INCOME/(EXPENDITURE)

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

	31.12.24 £	31.12.23 £
Auditors' remuneration	20,217	16,314
Depreciation - owned assets	29,950	32,140
Operating lease payments	10,272	9,874

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

10. STAFF COSTS

	31.12.24 £	31.12.23 £
Wages and salaries	835,570	757,338
Social security costs	66,057	55,855
Other pension costs	16,131	13,749
	917,758	826,942

10. STAFF COSTS - continued

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

	31.12.24	31.12.23
Management	7	8
Other staff	31	23
	38	31
Vennture Enterprises Ltd	14	7
	52	38

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.24	31.12.23
£70,001 - £80,000	1	1

The full time equivalent number of staff was 34.58 (2023: 23.95).
Total key management personnel benefits amounted to £332,792 (2023: £338,588).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	66,038	-	6,863	72,901
Charitable activities				
Helping families, young people and individuals	62,000	5,000	540,143	607,143
Other trading activities	55,486	119,688	-	175,174
Investment income	787	-	275	1,062
Other income	1,479	-	-	1,479
Total	185,790	124,688	547,281	857,759
EXPENDITURE ON				
Raising funds	-	58,285	-	58,285
Charitable activities				
Helping families, young people and individuals	378,626	68,713	665,220	1,112,599
NET INCOME/(EXPENDITURE)	(192,836)	(2,310)	(117,939)	(313,085)
Transfers between funds	159,039	(37,002)	(122,037)	-
Net movement in funds	(33,797)	(39,312)	(239,976)	(313,085)
RECONCILIATION OF FUNDS				
Total funds brought forward	155,542	899,874	1,135,261	2,190,677
TOTAL FUNDS CARRIED FORWARD	121,745	860,562	895,285	1,877,592

12. TANGIBLE FIXED ASSETS

GROUP

	Freehold property £	Assets Under Construction £	Improvements to Property £
COST			
At 1 January 2024	655,550	65,934	135,681
Additions	-	8,076	-
Disposals	-	-	-
At 31 December 2024	655,550	74,010	135,681
DEPRECIATION			
At 1 January 2024	33,085	-	16,713
Charge for year	13,111	-	6,785
Eliminated on disposal			-
At 31 December 2024	46,196	-	23,498
NET BOOK VALUE			
At 31 December 2024	609,354	74,010	112,183
At 31 December 2023	622,465	65,934	118,968

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2024	29,971	2,499	70,789	960,394
Additions	1,740	-	8,131	17,947
Disposal	-	-	(4,355)	(4,355)
At 31 December 2024	31,681	2,499	74,565	973,986
DEPRECIATION				
At 1 January 2024	7,568	1,458	59,836	118,660
Charge for year	3,585	500	5,969	29,950
Eliminated on disposal	-	-	(763)	(763)
At 31 December 2024	11,153	1,958	65,042	147,847
NET BOOK VALUE				
At 31 December 2024	20,528	541	9,523	826,139
At 31 December 2023	22,373	1,041	10,953	841,734

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

12. TANGIBLE FIXED ASSETS - continued

CHARITY

	Freehold property £	Assets Under Construction £	Improvement to Property £
COST			
At 1 January 2024	655,550	65,934	135,681
Additions	-	8,076	-
Disposals	-	-	-
At 31 December 2024	655,550	74,010	135,681
DEPRECIATION			
At 1 January 2024	33,085	-	16,713
Charge for year	13,111	-	6,785
Eliminated on disposal	-	-	-
At 31 December 2024	46,196	-	23,498
NET BOOK VALUE			
At 31 December 2024	609,354	74,010	112,183
At 31 December 2023	622,465	65,934	118,968

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2024	29,941	2,499	70,789	960,394
Additions	-	-	8,131	16,207
Disposals	-	-	(4,355)	(4,355)
At 31 December 2024	29,941	2,499	74,565	972,246
DEPRECIATION				
At 1 January 2024	7,568	1,458	59,836	118,660
Charge for year	3,232	500	5,969	29,597
Eliminated on disposal	-	-	(763)	(763)
At 31 December 2024	10,800	1,958	65,042	147,494
NET BOOK VALUE				
At 31 December 2024	19,141	541	9,523	824,752
At 31 December 2023	22,373	1,041	10,953	841,734

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 January 2024 and 31 December 2024	1
NET BOOK VALUE	
At 31 December 2024	1
At 31 December 2023	1

There were no investment assets outside the UK.
The company's investments at the balance sheet date in the share capital of companies include the following:

Vennture Enterprises Ltd
Registered office: United Kingdom
Nature of business: Provision of accommodation

Class of share:	% holding
Ordinary	100

	31.12.24 £	31.12.23 £
Aggregate capital and reserves	(72,894)	(106,252)
Profit/(loss) for the year before tax and gains	33,358	(40,372)

The charity's shareholding in the wholly owned subsidiary, Vennture Enterprises Limited (company number 13794131) is included in the balance sheet at the cost of the share capital owned.

The company covenants its taxable profits to Hereford Vennture. A summary of trading results is shown below.

	2024 £	2023 £
Turnover	332,844	186,375
Cost of sales	-	(91,361)
Gross profit/(loss)	**332,844**	**95,014**
Administrative expenses	(248,543)	(84,580)
Operating profit/(loss)	**84,301**	**10,434**
Interest receivable and similar expenses	63	65
Interest payable and similar expenses	(51,006)	(50,871)
Profit/(loss) for the year before tax	**33,358**	**(40,372)**
Profits covenanted to parent charity	-	-

13. FIXED ASSET INVESTMENTS - INVESTMENTS PROPERTY (GROUP)

	Group
	£
FAIR VALUE	
At 1 January 2024	705,530
Additions	4,845
Revaluation	226,625
	937,000
NET BOOK VALUE	
At 31 December 2024	937,000
At 31 December 2023	705,530

The directors agreed that the assets meets the requirements to be classified as investment property due to the commencement of the contract with Herefordshire Council and the building's primary purpose being income generation.

At the year end the directors have revalued investment property to it's considered fair value. A formal valuation will be carried out every 5 years.

Fair value at 31 December 2024 is represented by:

	£
Valuation in 2024	226,625
Cost	710,375
	937,000

14. DEBTORS

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	207,984	155,133	147,028	124,823
Amounts owed by group undertakings	-	-	8,324	20,343
Other debtors	1,221	18,743	-	14,418
Prepayments	12,557	19,034	12,557	19,034
	221,762	192,910	167,909	178,618
Amounts falling due after more than one year:				
Amounts owed by group undertakings	-	-	815,100	815,100
Aggregate amounts	221,762	192,910	983,009	993,718

Of the £823,424 (2023: £835,443) due to Herefordshire Vennture, £815,100 (2023: £815,100) consists of a loan which has been paid to Vennture enterprises in respect of the purchase of the Merton Hotel.

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Bank loans and overdrafts (see note 17)	6,972	6,926	6,972	6,926
Other loans (see note 17)	25,000	-	25,000	-
Trade creditors	12,194	24,863	5,339	22,181
Social security and other taxes	30,727	28,418	13,941	14,263
Other creditors	12,847	15,447	-	-
Accruals and deferred income	27,320	15,090	27,320	15,090
	115,060	90,743	78,572	58,460

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Bank loans (see note 17)	281,615	282,622	281,615	282,622
Other loans (see note 17)	-	25,000	-	25,000
	281,615	307,622	281,615	307,622

17. LOANS

CHARITY AND GROUP

An analysis of the maturity of loans is given below:

	31.12.24	31.12.23
	£	£
Amounts falling due within one year on demand:		
Bank loans	6,972	6,926
Other loans	25,000	-
	31,972	6,926
Amounts falling between one and two years:		
Bank loans - 1-2 years	6,972	6,972
Other loans - 1-2 years	-	25,000
	6,972	31,972
Amounts falling due between two and five years:		
Bank loans - 2-5 years	20,915	20,915
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instalments	253,728	254,735

The charity has a mortgage with Caf Bank Limited, interest is charged at 2.5% over the Bank of England base rate. Caf Bank Limited hold a legal charge over the property known as 26 Vicarage Road in relation to the borrowing. The mortgages final repayment date is April 2043.

18. LEASING AGREEMENTS

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

	31.12.24	31.12.23
	£	£
Within one year	10,642	9,874
Between one and five years	29,716	32,783
	40,358	42,657

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

	Unrestricted funds	Designated funds	Restricted funds	31.12.24 Total funds	31.12.23 Total funds
	£	£	£	£	£
Fixed assets	28,668	84,169	713,302	826,139	841,734
Investments	-	937,000	-	937,000	705,530
Current assets	389,348	144,647	121,441	655,436	728,692
Current liabilities	(78,572)	(36,488)	-	(115,060)	(90,742)
Long term liabilities	(281,615)	-	-	(281,615)	(307,622)
	57,829	1,129,328	834,743	2,021,900	1,877,592

20. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds & gains £	At 31.12.24 £
Unrestricted funds				
General fund	182,767	(184,369)	114,723	113,121
Designated Raising Future Investment	235	-	(235)	-
Designated Vennture Homes	860,327	26,270	226,625	1,113,222
26 Vicarage Road	(61,022)	5,736	-	(55,286)
RT Gift	-	(13,100)	29,200	16,100
	982,307	(165,463)	370,313	1,187,157
Restricted funds				
Street Pastors	(7,559)	1,807	5,752	-
Lean on Me	953	(8,731)	15,715	7,937
Family Pastors	19,812	7,050	(20,660)	6,202
Hereford Ambassadors	32,141	(2,812)	(29,329)	-
Ledbury Ambassadors	1,285	(700)	-	585
PREVENTION4FAMILIES	(80)	-	80	-
Housed Homeless	648	-	(648)	-
Discretionary Grant Fund	192	-	-	192
26 Vicarage Road	732,160	(19,395)	-	712,765
Police Community Safer Streets	(2,002)	-	2,002	-
Response Pastors	111,415	(45,229)	(41,875)	24,311
Winter Provision	228	-	-	228
NIHR	(1)	-	1	-
Thriving Families	5,093	12,022	(17,115)	-
Ross Ambassadors	1,000	5,154	-	6,154
Reach Fund	-	4,150	(4,150)	-
My Family My School My Community	-	22,778	(26,735)	(3,957)
Love Children Better	-	78,223	(12,532)	65,691
Hot Spots	-	28,829	(14,194)	14,635
	895,285	83,146	(143,688)	834,743
TOTAL FUNDS	1,877,592	(82,317)	226,625	2,021,900

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	186,907	(371,276)	(184,369)
Designated Vennture Homes	253,772	(227,502)	26,270
26 Vicarage Road	2,396	3,340	5,736
RT Gift	13,500	(26,600)	(13,100)
	456,575	(622,038)	(165,463)
Restricted funds			
Street Pastors	2,629	(822)	1,807
Lean on Me	22,529	(31,260)	(8,731)
Family Pastors	149,043	(141,993)	7,050
Hereford Ambassadors	5,021	(7,833)	(2,812)
Ledbury Ambassadors	-	(700)	(700)
26 Vicarage Road	-	(19,395)	(19,395)
Response Pastors	151,562	(196,791)	(45,229)
Thriving Families	251,740	(239,718)	12,022
Ross Ambassadors	5,548	(394)	5,154
Reach Fund	14,950	(10,800)	4,150
My Family My School My Community	163,301	(140,523)	22,778
Love Children Better	95,001	(16,778)	78,223
Hot Spots	49,999	(21,170)	28,829
	911,323	(828,177)	83,146
TOTAL FUNDS	1,367,898	(1,450,215)	(82,317)

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	155,542	(183,540)	210,765	182,767
Designated Raising Future Investment	235	-	-	235
Designated Vennture Homes	899,639	(2,310)	(37,002)	860,327
26 Vicarage Road	-	(9,296)	(51,726)	(61,022)
	1,055,416	(195,146)	122,037	982,307
Restricted funds				
Street Pastors	(8,591)	1,032	-	(7,559)
Lean on Me	(3,611)	6,369	(1,805)	953
Family Pastors	48,269	(5,312)	(23,145)	19,812
Hereford Ambassadors	42,370	4,263	(14,492)	32,141
Ledbury Ambassadors	1,285	-	(1,285)	-
Building Better Opportunities	3,739	5,418	(9,157)	-
Youth	5,916	-	(5,916)	-
PREVENTION4FAMILIES	93,200	(79,257)	(14,023)	(80)
Housed Homeless	648	-	-	648
Discretionary Grant Fund	609	(417)	-	192
26 Vicarage Road	699,829	(19,395)	51,726	732,160
Landau Community Prevention	-	313	(313)	-
Police Community Safer Streets	45,666	(35,603)	(12,065)	(2,002)
Response Pastors	30,000	62,166	19,249	111,415
Winter Provision	163,150	(68,172)	(94,750)	228
Hereford vulnerability prevention	10,897	(8,597)	(2,300)	-
NIHR	1,885	(312)	(1,574)	(1)
Thriving familys	-	18,565	(13,472)	5,093
Ross Ambassadors	-	1,000	1,285	2,285
	1,135,261	(117,939)	(122,037)	895,285
TOTAL FUNDS	2,190,677	(313,085)	-	1,877,592

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	184,134	(367,674)	(183,540)
Designated Vennture Homes	124,688	(126,998)	(2,310)
26 Vicarage Road	1,656	(10,952)	(9,296)
	310,478	(505,624)	(195,146)
Restricted funds			
Street Pastors	2,446	(1,414)	1,032
Lean on Me	27,149	(20,780)	6,369
Family Pastors	121,158	(126,470)	(5,312)
Hereford Ambassadors	30,099	(25,836)	4,263
Building Better Opportunities	30,835	(25,417)	5,418
PREVENTION4FAMILIES	17	(79,274)	(79,257)
Discretionary Grant Fund	-	(417)	(417)
26 Vicarage Road	-	(19,395)	(19,395)
Landau Community Prevention	2,781	(2,468)	313
Police Community Safer Streets	3,000	(38,603)	(35,603)
Response Pastors	200,915	(138,749)	62,166
Winter Provision	2,901	(71,073)	(68,172)
Hereford vulnerability prevention	-	(8,597)	(8,597)
NIHR	(1)	(311)	(312)
Parental Conflict Challenge fund	124,981	(106,416)	18,565
Ross Ambassadors	1,000	-	1,000
	547,281	(665,220)	(117,939)
TOTAL FUNDS	857,759	(1,170,844)	(313,085)

Summary

Closing fund balances can be summarised as the following between revenue and fixed asset funds:

	31.12.2024	31.12.2023
Unrestricted Funds		
Revenue funds	29,161	88,515
Fixed Asset funds	28,668	33,230
Total unrestricted funds	**57,829**	**121,745**
Designated Funds		
Revenue funds	108,160	79,825
Fixed Asset funds	1,021,168	780,737
Total designated funds	**1,129,328**	**860,562**
Restricted Funds		
Revenue funds	121,440	161,988
Fixed Asset funds	713,303	733,297
Total restricted funds	**834,743**	**895,285**
Total funds	**2,021,900**	**1,877,592**

20. MOVEMENT IN FUNDS - continued

Designated Funds

Raising Future Investment
This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

Vennture Homes
The Vennture Homes fund hold the funds which were used to fund the purchase of the Merton Hotel in Vennture Enterprises Ltd. Hereford Vennture loan Vennture Enterprises Ltd £815,100 from this fund to fund the purchase of the hotel.

Restricted Funds

Street Pastors
Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors
Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson who provided a grant towards this project.

Lean on Me
Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Grants were received in the year specifically to develop this activity.

Vennture Ambassadors (Hereford)
This project, sponsored by Hereford Cathedral, is to improve Hereford City environment in the Day time economy.

Building Better Opportunities
This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

Prevention4Families
Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention – allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless
The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

Vennture Homes Fund
Vennture homes fund is a large donation from 2 donors who wish to remain anonymous. The funds are to be used for investments for charitable purposes.

Landau
Landau funds are received as part of community grants. In respect of homeless prevention and pre-employment support.

West Mercia Police & Crime Commissioner Services
Funds received are for the improvement of the safety of public places for all. Home, Office and safer streets.

Community Renewal (HVOSS)
Funding received from Hereford council via HVOSS part of the Community Renewal fund to provide mentoring to individuals in the county.

20. MOVEMENT IN FUNDS - continued

Fresh Start
Mentoring for individuals in the county.

Response Pastors
Part of Fresh start providing mentoring for individuals in the county.

Winter Provision
Funding received from Hereford Council, Hereford City council, CSP, DULHC plus others to provide Winter provision (accommodation and mentoring) for the homeless November 2022-March 2023.

Hereford Vulnerability Prevention
Funding received from the National Lottery with the aim to develop a county wide web of care for £3000 vulnerable people in Herefordshire. Will increase understanding of vulnerability amongst the local community and look to establish new community based early action and prevention initiatives.

NIHR
National Institute for Health and Care research. Funding given for the Research ready communities programme. To promote the community champion opportunity, host workshops and carry out community action plan.

My Family My School My Community
DFE My Family My School My Community programme has aimed to make things better for children, offer more to parents and make it easier for schools to respond to emerging needs. Vennture leading a consortium with two other local charities, providing local primary and secondary schools with the ability to access support for families earlier, with support that is tailored to their needs and context whilst facilitating schools to connect with their local community.

Thriving Families
Thriving Families funded through the DWP Challenge Fund 2 reducing parental conflict in rural areas supporting both intact and separated parents, as well as completing training for local primary schools.

Love Children Better
Love Children Better funded with a grant from the Eveson Trust mentoring support for families and 10 care experienced young people

Transfers between funds
Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

21. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £38,540 (2023: £20,900).

During the year, S Tarlton (trustee) was paid £1,320 (2023: nil) for the provision of pastoral 1:1 sessions.

During the year professional services totalling £10,800 (2023: £Nil) have been purchased from O P Chain Ltd, a company in which J Upperton, director of Vennture Enterprises Ltd, is also a director of. There were no balances outstanding at the year end (2023: £Nil).

HEREFORDSHIRE VENNTURE

England & Wales - Charity number 1156851

Accounts

REGISTERED COMPANY NUMBER: 08803798 (England and Wales)

REGISTERED CHARITY NUMBER: 1156851

Report of the Trustees and

Consolidated Financial Statements

for the Year Ended 31 December 2023

for

Herefordshire Vennture

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

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1. REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venn Lagacy Centre
26 Vicarage Road
Hereford
HR1 2QN

Trustees
Rev Lady J Lisvane
A Morgan (resigned 18.2.23)
A Butterfill
S J D Tarlton
D Hider
S M Sully

Auditors
Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
HR4 7BS

Solicitors
Anthony Collins
134 Edmund Street
Birmingham
B3 2ES

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

REPORT OF THE TRUSTEES

CHAIR'S REPORT
STRUCTURE, GOVERNANCE AND MANAGEMENT
FINANCIAL REVIEW
PROGRESS AGAINST CORE OBJECTIVES

REPORT OF THE TRUSTEES

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

2. CHAIR'S REPORT

Overview
Looking back over trustees' annual reports from past years it has become somewhat common in recent times to describe Vennture's journey over the preceding twelve months with words such as "remarkable" and, "unbelievable", 2023 is no exception. Each of those words would provide some flavour of what this year has felt and looked like. And yet none of them, either singly or in combination, fully reflect the unique set of joys, challenges, opportunities, developments and, yes, frustrations that have presented themselves in the year.

Impact
At the outset, I must recognise the incredible perseverance of our employed team, volunteers and trustees - past and present. Throughout this year, their fervent endeavours in Vennture have continue to impact people across Herefordshire - addressing many needs that have been amplified by the cost-of-living crisis and the well-publicised on-going struggles of local agencies. This year we have come alongside and mentored 271 struggling parents, 164 individuals with tangled needs - many on the edge of eviction, and supported 86 people coming out of homelessness. Meanwhile, our Street Presence teams attended 240 incidents to make Hereford's streets even safer.

Vennture Enterprises provided emergency accommodation to 5 families and 19 individuals. We were all pleased in October to have our long-awaited planning application approved to create 5 Fresh Start Homes for Families alongside our offices at 26 Vicarage Road and the Vennture Enterprises board is leading in formulating plans to develop further Fresh Start Homes over the next 5 years to address the needs for appropriate accommodation for young families and young people leaving care.

Leadership
We continue to bring leadership to local issues. We have included an extra section in our social impact report to give three examples of this valuable work.

At the start of the year, we put forward to local agencies 5 tangible transformational initiatives emerging out of our Lottery funded development work on Prevention, which was initiated by the Police and Crime Commissioner and sponsored by the Bishop of Hereford. In May, we shared insights from our work 'Transforming the Night Shelter' on how a better approach could eliminate rough sleeping, and at the end of the year we presented our learning from our Lottery funded pilot of school-based prevention.

We were delighted in May when our thought leadership helped us to become 1 of 8 national pathfinder projects funded by DWP to find ways to better support families facing relationship challenges in rural contexts. This Thriving Families Programme is a key step forward. It will provide all Herefordshire schools with the means to offer better help to local children and families.

Numbers
Our accounts reflect the increasing complexities arising from our growth and income diversification. For example, our delivery revenues of £602,943 reflect the increased number of families and individuals we support. In this year's annual accounts, we have sought to provide a fuller explanation of the numbers and the reasons behind them so that the practicalities of managing the cashflows linked to them are clearer.

Public agencies paying in arrears for this growing work necessitated in January the charity drawing down a £300,000 working capital loan from CAF bank.

Regardless, we ended 2023 with a charity only balance sheet of £1,983,845 but with unrestricted cash reserves of only £417,174 while having £993,717 of debtors consisting of £815,100 intercompany loan, £20,943 intercompany transactions with Vennture Enterprises Ltd and £157,674 delivery contracts paid retrospectively. This led to the trustees' revising of the Reserves policy (page 10).

Taking stock

In the context of continuing growth, the highlight of 2023 was the opportunity in August for our leadership team, Vennture Enterprises board and Vennture trustees to come together, to take one whole day out of our busy, demanding lives to look back at the road we had travelled.

Lloyds Bank Foundation generously funded an excellent facilitator as part of a package of support they are providing to develop Vennture's growth plans. The facilitator helped us make a clear-sighted and informed assessment of where we had come from, our ambition and, perhaps more importantly, where we then found ourselves as we faced the next 18 months.

Given all the evidence before us, our conclusion was that Vennture was in a time and place of transition, of coming to terms with the full implications, both to the organisation and those with whom we work, of movement from a medium-sized entity to a large, multi-dimensional and influential charity.

Of course, and as we learnt more fully during our day together, times of transformation come with their own set of - often unexpected - challenges. Not least among these, are challenges to further strengthen the structures of internal management, support and governance to sustain a larger and even more dynamic organisation. Therefore, the coming year will be one of *'Intentional Growth'* so we can continue to adapt and respond to the year ahead.

Funding

Part of our *'Intentional Growth Plan'* is our continued commitment to diversify funding to enhance our ability to provide local leadership in system innovation that puts local people in the lead and delivers outstanding support to those most vulnerable.

We are grateful for ongoing financial support from The Eveson Trust, the Hereford Cathedral Almshouse Charity, The National Lottery Community Fund, Lloyds Bank Foundation and so many local donors. The steady flow of small donations of £5 or £10 - often given sacrificially - is an incredible encouragement. Supporters, volunteers, and donors are attracted by our relational approach's impact and our ability to deliver local system change to benefit the most vulnerable.

In 2024, learning from our success in working with DWP, we want to continue to leverage our size and strategic insights into rurality to unlock new collaborations locally and nationally. We will also look to further influence local and national policymakers to address rural inequalities in areas such as children's services, health, housing and criminal justice.

We can see that the changing landscape of funding models will draw us more frequently, and excitingly, into participation in contract-based support that brings Vennture into the realm of co-development and co-delivery with influential statutory partners - local and national. In embracing these opportunities to act as a lead partner, we want to enable other smaller, locality-focused charities to access funding and make local delivery effective. We see 2024 as a year of further development in this direction.

Faith & Family

Underpinning all of this is a rock-solid understanding that we do none of the work before us in our strength alone. As a charity firmly rooted in our Christian origins, we continue to live and work by a set of principles and an ethos that is informed and instructed by the example of Jesus - of love for all and dependence upon the good and loving purposes of God.

Finally, amid all this amazing work, I am particularly pleased that Vennture continues to maintain its identity as a family - remembering no family is perfect. Family founded on wholesomeness can be a wonderful place to learn about love, forgiveness and belonging. It remains an incredible privilege to chair an organisation that is so determined to stay true to its Mission to bring practical meaning to The Power of Jesus' Love.

Simon Tarlton - Chair of Trustees



25/4/24

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Structure, governance and Management
The charity is registered under number 1156851 and is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

The trustees are committed to following best practice as defined by the Charity Commission regarding the induction and training of new trustees.

In December 2021, a trading subsidiary was formed: Vennture Enterprises Limited, Company Registration Number 13794131.

Organisational Structure
The employed management team conduct day-to-day operations and provide progress reports to the meetings of trustees. The trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and the creation of new roles.

The trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions logged. Trustees receive budget proposals in November for the following year. Trustees sign-off audited accounts for the previous year in March.

Trustees are allocated according to their skill set to support each area of the charity's operation:

Chair
Finance
Safeguarding and Safe working
HR
Resources, Innovation and Development, including Buildings and Assets
Home Presence
Street Presence
Fresh Start - including individual mentoring and addressing rough sleeping and sofa surfing

Each trustee maintains an on-going conversation with their relevant programme lead. As part of our work with Lloyds Bank Foundation, we are undertaking a review of our present trustees in the light of our now growing size and complexity.

Risk Management
The trustees have established a Risk Policy and have considered the major risks to which the charity is exposed and have continued to review those risks. A Risk Register is maintained and updated regularly. A full review of the Risk Register is undertaken annually as part of the business planning process. External experts are engaged annually to review key risk areas such as Health & Safety, GDPR and Safeguarding.

The trustees seek to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.

Safeguarding and safe working risks are managed through two Designated Safeguarding Leads (DSL) - one for adults, one for children. Each DSL is paired with a trustee with whom they maintain an on-going dialogue.

We have a robust whistleblowing policy.

A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies - including updates.

OBJECTIVES AND ACTIVITIES

In accordance with the Christian principles set out in Vennture's statement of beliefs to serve the public benefit by:

- The prevention and/or relief of poverty by such means as determined by the trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.
- The promotion of education by such means as determined by the trustees from time to time, including (but not limited to) working in partnership with local schools to improve educational outcomes.
- The relief of sickness and the preservation of health by such means as determined by the trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.
- The provision of, or assistance in the provision of, facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life by such means as determined by the trustees from time to time.
- To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity.

Our mission is to 'Love people better' and our vision is about 'People helping People':

1. We want Herefordshire to be a place where family and community really mean something.
2. We want to see communities caring more, streets that are as safe as possible for all at all times.
3. We want to give local families every opportunity to grow and stick together by neighbourly help that is timely and appropriate at the time of need.
4. We want local people to take responsibility for local problems - people caring, people connecting and people helping one another.
5. We want our county to be nationally recognised as the safest and best place to be a family regardless of the shape or size or background of that family.
6. We want Christian Churches across Herefordshire to work seamlessly together regardless of their tradition or denomination to enable us to bring practical meaning to the power of Jesus' love.
7. We want Jesus to be a natural part of any conversations.

Our focus is on making an impact by:

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

Our vision is to own new local models of welfare provision by training hundreds of ordinary people, working through social enterprise hubs rooted in our city and rural market towns. This will mean growing turnover and assets and developing nationally replicable franchise models for social impact.

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things.

Love
We recognise family is an answer no matter how messy it gets.
We encourage individuals to be and act as servant leaders in their lives, family, work and community.
We never give up on people, encouraging them to take the small steps that can lead to big changes.
We accept everyone as we find them and without condition.
We encourage people to live a life rooted in love.

Endeavour
We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives.
We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.
We take responsibility for the choices we make, encouraging others to do the same.
We use everything for learning.

Faith
We live in the light of love and recognise that love can change everything - loving God and loving others as we love ourselves.
We value each individual as special; each individual is God's handiwork with a unique mix of gifts, talents and experiences, given by Him.
We work with, serve and relate to people.
While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to The Power of Jesus' Love through practical action.

4. FINANCIAL REVIEW

Overview

Income for the year amounted to £857,759 (2022: 1,840,917), a decrease of 53% on the prior year.

Total expenditure was £1,170,844 (2022: £1,150,078), a increase of 2%.

The balance of unrestricted and designated funds carried forward is £982,307 (2022: £1,055,416), whilst the balance of restricted funds is £895,285 (2022: £1,135,261).

Trustees have 10 Priorities to build Vennture's reserves in line with the agreed policy:

1. Robust monthly cashflow forecasting, monitoring and management - including modelling scenarios as we increase the value of contracts and balance sheet transactions.
2. Ensure funded charitable activities recover overheads fully and also make an appropriate additional management charge, wherever funders allow.
3. Increase the giving base from local individuals through a quarter-by-quarter campaign plan making greater use of the tools within our eTapestry CRM (customer relationship management).
4. Nurture donations from high-net-worth individuals through developing specific projects to attract investment from identified networks.
5. Create local business sponsorships to enhance contributions to specific programmes that benefit local employers.
6. Secure relationships with Trusts willing to make regular grants to core costs.
7. Acquire further assets through Vennture Enterprises Ltd that generate income towards our unrestricted reserves.
8. Be open to explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions under Vennture Enterprises Ltd to generate unrestricted income.
10. Sell our leadership's time.

In 2023 we have reviewed progress in building Vennture's financial resilience through income diversification *(figures shown below are charity only)*:

	2020		2021		2022		2023	
SOURCE	£	%	£	%	£	%	£	
Grants	£488,293	60%	£447,099	23%	£685,482	37%	£353,726	41%
Foundations & Trusts[1]	£113,000	14%	£751,000	38%	£139,847	8%	£68,000	8%
Contracts	£142,077	18%	£210,217	11%	£443,271	24%	£181,217	21%
Donations[2]	£47,980	6%	£555,509[3]	28%	£528,679	29%	£63,843	8%
Gift Aid	£1,993	0%	£1,484	0%	£34,022	2%	£9,058	1%
Other	£14,679	2%	£18,131	1%	£9,587	1%	£129,012	15%
Vennture Enterprise Vennture contribution	£0	0%	£0	0%	£0	0%	£50,871	6%
TOTAL	**£798,022**		**1,983,440**		**£1,840,888**		**£855,727**	

1. Includes large Capital Grant for Vicarage Road
2. Includes 2 large donations to capital purchase of The Merton

Grants

This year, work arising from Lottery funded development work on Prevention helped us secure a £376,000 grant from DWP to pilot a Preventing Parental Conflict programme in a rural context.

Foundations & Trusts
Our transition from a 'small' to a 'big' charity has made accessing funds from foundations and trusts that favour small charities impossible. The continued squeeze on funding is making application processes even more competitive.

Contracts
Over 3 years we have tripled the organisation delivery income from contracts, and we will continue to pursue long-term contracts that contribute to our unrestricted funds through carefully calculated full-cost recovery. We have a strong track-record and reputation for delivery, and we are working hard towards our core programmes being funded through long-term contracts.

Donations
The Charity Excellence Framework states it is estimated that charities lose out on £1.5bn in donations annually, due to lack of digital effectiveness. Online donations are growing year-on-year and, since the pandemic, they are more critical now than ever. Our donor base is relatively small for a charity of our size.

In 2023 funding from Lloyds Bank Foundation has allowed us to work with Ten Stories, a digital marketing agency specialising in the charity sector, to revisit our messaging and media strategy. Naked Creative, a Herefordshire company, is in process of refreshing our website and working with Ten Stories to help us develop a stronger on-line presence, taking advantage of our back-office investment in our donor management system eTapestry, to build our donor and volunteer base.

Vennture Enterprises Ltd
Vennture Enterprises was registered as a wholly owned subsidiary of the Charity in December 2021. In October 2022 the purchase was completed on the Merton Hotel in Hereford City centre. Initially the plan is to run the hotel as emergency accommodation for needy families and individuals in conjunction with Herefordshire Council. Longer term the building will be converted into individual units for the needy. 2023 represented the first year of trading for the company and in the early part of that year, we had all of the costs of the refurbishments, and the fixed costs of the building, but with very little revenue. The only billings during this period were some internal charging for Lean-on-Me and the Homeless Hub that used the ground floor area during weekday lunchtimes until March 2023. From April 2023 we began to have some revenue from the council for room rentals. However, the instigation of the 24/7 warden coverage from June, caused an unavoidable increase in staff costs, but at the same time the Council delayed placing more guests due to the issue of safeguarding checks. Until this was resolved, it wasn't until August that the occupancy climbed, and the billings increased to match the increased costs.

With the occupancy levels percentage now averaging in the high 90s, the financial model is looking much more positive as we move into 2024. The only note of caution is the utility bills, as we have not had a winter season yet with more or less full occupancy. We negotiated reduced energy tariffs in the summer of 2023 which came into effect in early November 2023, but to date we only have limited experience of the utility consumption when the hotel is more or less full in a winter quarter.

In addition, from the 1 November 2023, we implemented increased nightly room rates with the Council. This should increase monthly revenue by c£2.2K into 2024.

The accounts for Vennture Enterprises Ltd have been prepared on a going concern basis, on the understanding that the only shareholder, and primary mortgage holder upon the company's assets, Herefordshire Vennture, will continue to financially support the company.

Reserves policy
As part of the 2024 strategic business planning process, the trustees have undertaken a review of Vennture's reserves policy and agreed the charity will aim to hold 6 months' unrestricted CASH reserves based on its forecast costs.

Target cash reserves at 31 December 2023 based on 2024 Business Plan, 6 months CASH reserves are calculated taking into account the following:

DESIGNATED cash to cover forecast payment in arrears of restricted income	
DWP 3 months in arrears	= £66,500
Herefordshire Council 1 month in arrears	= £11,805
DFE Contract	= £20,000
Cash to cover forecast overheads not covered from restricted income	= £ 240,000
TOTAL	**= £ 338,305**

Actual unrestricted cash reserves at 31 December 2023	= £438,482
Actual restricted cash reserves at 31 December 2023	= £97,300
TOTAL CASH RESERVES held at 31st December 2023	**= £535,782**
RESERVES held in tangible assets	**= £841,734**
RESERVES held in investment property	**= £705,530**
RESERVES held in net assets	**= (£205,454)**
TOTAL RESERVES	**= £1,877,592**

The charity has free reserves, defined as unrestricted funds excluding fixed assets £88,515.

Going concern
The trustees are confident that the charity is a going concern. The charity has in its cash forecasts for 2024 an annual confirmed contribution totalling £214,000 to its unrestricted cash reserves and a strong pipeline of additional funding opportunities.

Regardless, given that the £417,174 unrestricted cash available at 31 December 2023 was equivalent to only 10.4 months' expenditure, the trustees are maintaining a focus on Vennture's 10 financial priorities.

Monitoring
As our finances become more complex, our tracking of risk is becoming more sophisticated. We are valuing the mentoring support via Lloyds Bank Foundation from the Lloyds Bank Model Risk and
Evaluation team to devise new tools and processes to refine our understanding of uncertainty and risk tolerance.

Monitor steps are being taken to bring the amount of reserves held into line with the level of reserves identified by the trustees as appropriate, given their plans for the future activities of the charity.

Going forward in 2024, this will include tracking forecast volatility - using the tracking tools developed with Lloyds Bank Model Risk and Evaluation team that will help traffic-light financial trigger points related to decisions on unrestricted funds.

5. PROGRESS AGAINST CORE OBJECTIVES

Background

Vennture's 5-year plan for the years 2022-2027, which was agreed in 2021, lays out 7 core objectives that the charity will seek to deliver in pursuing its strategic intent to Love People Better.

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

2023 Progress against Core Objectives

1. **Lead significant, substantive, sustainable initiatives and evidencing impact**
   a. We have further developed our mentoring programme with struggling families to increase our support to the local approach to Early Help and our contract has been extended to March 2025.
   b. Building on the learning from the Lottery funded Prevent Programme to establish our leadership in county-wide school-based prevention, enabled us to secure a £376K project with DWP to deliver school-based Prevention focused on parental conflict.
   c. We piloted our 'Good Together' approach to build a volunteer base of 200 17-25-year-olds, with Hereford College of Arts and NMITE. The programme has yet to be established as core.
   d. Proposals to deliver accommodation-based triage as a new key pathway to make rough sleeping and sofa surfing rare, brief, infrequent and non-reoccurring were not pursued by the Council. Regardless, we opened 16 rooms in the Merton as emergency accommodation.
   e. We have secured planning permission on 26 Vicarage Road to deliver the first 5 of 20 new starter homes as part of our Fresh Start offer for families seeking a fresh start.
   f. Vennture Enterprises Ltd is now contributing to our unrestricted funds to enhance our social impact.

2. **Exercise influence and promoting systems thinking in local issues**
   a. We have exceeded our goal of becoming the first choice in 5 school clusters for prevention work with children and young people to keep children engaged in mainstream education, through the DWP Thriving Families initiative. We have 5 pathfinder schools and have engaged a further 35 schools.

   We have put forward a fully costed operational proposal to Health, Police and Council on Vennture Response to:
   b. Build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.
   c. Deliver 'Response Pastors' as a key element in a community prevention network complementing the work of statutory agencies in prevention.
   d. Enhance and invest in Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams to prevent the escalation of low-level emotional and mental health issues.

3. **Innovate by listening and growing local leaders**
   a. We are working with Lloyds Bank Foundation to further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.
   b. We have recruited 3 new positions with succession planning in mind, reviewed our pay ladder and reviewed the responsibilities of our existing team to progress them.

c. We are engaging 3 local training providers to deliver a legacy project focused on a structure approach to developing Vennture people, delivery managers and leaders of the future.
d. We continue to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s; we have recruited our first graduate management trainee and brought in another potential manager under 30.
e. We continue to deliver and champion the Fresh Start proposition to end rough sleeping and sofa surfing and preventing escalation into destructive lifestyles.

4. **Redefining volunteering - equipping people appropriate to the task**
   a. We have a quarter-by-quarter plan for 2024 to utilise our enhanced support team and systems to build our support, volunteer and donor base.
   b. We were unable to secure funding to expand our Street Presence plan to market towns. Regardless, we are working on a customised scheme for Ross to have a constant calm, reassuring presence as well as Hereford.
   c. Growing volunteering relevance in our core programmes so we have 200 volunteers trained in Mental Health First Aid will be a core focus for 2024.
   d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
   e. We have been unable to secure funding to recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

2024 Intentional growth priorities

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

Approved by order of the board of trustees on ...25/4/24..... and signed on its behalf by:

.....
Rev S Tarlton - Trustee

2023 SOCIAL IMPACT REPORT

Social impact summary

2022 numbers for historic comparison

2023 numbers

Home Presence Initiatives

Fresh Start initiatives

Street Presence

System leadership initiatives

Vennture Enterprises

Note: *In all case studies details have been changed to protect the anonymity of participants*

1. Impact Summary

a. 2022 Impact Summary - for historic comparison

Area	Initiative	Volunteers			Beneficiaries		Monetised
		Number	Hours	Value	Direct Helped with specific support	Indirect Others who benefit	Calculated Savings from research evidence
Home Presence	Families First	6	1,006	£ 28,700	173	278	£ 2,400,000
	Prevent Family Mentoring						
	Youth				10	35	
Fresh start	Volunteer mentors	6	52	£ 1,300			
	Garden & building project	15	1,920	£ 28,800			
	Training		78	£ 1,938			
	Building Better Opportunities BBO				73		£ 243,011
	BBO Community Grant				55		£ 111,008
	Community Renewal Fund				191		£ 509,112
	Winter Provision				71		
Street Presence	Ambassadors	27	1,479	£ 36,975	65	1,040	
	Street Pastors	36	994	£ 35,475	351	590	£ 25,040
	Lean on Me	77	1,456	£ 36,400	36	72	£ 11,268
	Training		1,145	£ 28,625			
Vennture	Projects		391	£ 19,355			
	Buildings - Fresh Start Homeless		118	£ 5,900			
	Development workshops		320	£ 8,000			
	Trustees		669	£ 33,450			
	Total across all initiatives	167	9,628	£ 264,918	1,025	2,015	£ 3,299,439
	2021 Comparison	155	4,157	£ 133,075	686	2,010	

Note to the table
An independent evaluation carried out by Rose Regeneration highlighted The Social Return on Investment in our work with individuals was £2.25 for every £1 invested - this has allowed us to indicate the monetised value of the impact of our work with individuals.

2022 Commentary
We have seen a number of notable step-changes from 2021 - a doubling of volunteer hours and a 27% increase in those benefiting directly from the work of the charity.

Home Presence - There was a significant increase in the number of management volunteer hours and an increase in volunteer mentors returning post-Covid.

Fresh Start - Additional funding enabled significant growth and a widening of the scope of Fresh Start as we led the transformation of Winter Provision.

Street Presence - Growth came through extending volunteering opportunities and the need for patrols at more varied times.

b. 2023 Impact Summary

Area	Initiative	Volunteers			Beneficiaries		Monetised
					Direct - Helped with specific support	Indirect - Others who benefit	
		Number	Hours	Value			Calculated Savings from research evidence
Home Presence	Families First	6	960	£ 21,600	271	307	£ 2,400,000
	Thriving families						
	Prevent Family Mentoring						
Fresh start	Fresh Start		-	£ -	164	230	
	Winter Provision		-	£ -	86	120	
Street Presence	Ambassadors	16	868	£ 36,975	65		
	Street Pastors	23	1,428	£ 35,475	351	1,019	£ 25,040
	Lean on Me	48	1,302	£ 36,400	29	58	£ 7,707
	Training		1,874	£ 28,625			
Vennture	Projects	8	1,782	£ 73,160			
	Buildings - Fresh Start Homeless	2	85	£ 4,250			
	Development workshops	45	360	£ 8,000			
	Trustees & Directors	7	658	£ 32,900			
	Total across all initiatives	155	9,317	£277,385	966	1,734	£ 2,432,747
	2022 Comparison	167	9,628	£264,918	1,025	2,015	£ 3,299,439

Note to the table
In 2022, an independent evaluation carried out by Rose Regeneration highlighted the Social Return on Investment in our work with individuals was £2.25 for every £1 invested - this has allowed us to indicate the monetised value of the impact of our work with individuals.

Home Presence - We have maintained our volunteer numbers and see a major opportunity to recruit more volunteers as we engage in our school-based prevention programmes in 2024.
Fresh Start - The ending of Community Renewal Funding meant we could no longer create volunteering opportunities and reduced our capacity to help individuals.
Street Presence - We have seen a high turnover of volunteers due to many of our team needing to step down for health reasons while patterns of behaviour in the nighttime economy have fundamentally impacted the demands on our teams.

2. 2023 Home Presence Initiatives

During 2023 Vennture supported 146 families[4] - 271 parents and 307 children

- 88 families through being commissioned by Herefordshire Council to deliver Early Help
- 46 families benefited from the Lottery funded prevention focused programme
- 12 families supported through the new Thriving Families programme funded by the DWP

Vennture's Support for Families also benefited from additional funding from The Eveson Trust.

Each family's needs vary from a single need such as a child with special needs to a combination of multiple needs, many of which are complex or inter-generational. Those referred through the Early Help team tend to be more complex and embedded, whereas those referred into the Lottery funded prevention programme present with simpler earlier stage, though no less challenging needs.

Family needs and issue	Percentage of families helped						
					2023		
	2019	2020	2021	2022	Family Mentoring	Vennture Prevent	TOTAL
Parenting	87%	83%	85%	91%	72%	89%	77%↓
Children's mental or physical health	60%	70%	64%	85%↑	75%	80%	77%↓
Children not attending school or at risk of school exclusion	37%	40%	30%	63%	83%	65%	77%↑
Parent's mental or physical health	52%	61%	47%	35%↓	34%	39%	36%
Out of work or financial difficulties	60%	43%	36%	28%	21%	26%	23%
Victim of domestic abuse - current or historic	32%	36%	31%	19%↓	10%	24%	15%
Children involved in crime, or anti-social behaviour or risk of exploitation	10%	13%	5%	12%	19%	7%	14%
Alcohol or substance abuse	10%	11%	7%	5%	6%	7%	6%

The main needs with which Vennture is asked to support families remain parenting strategies, children's mental and physical health, and issues with attending or coping at school. The percentage of parents who have asked for parenting support appears to have decreased. This, however, is sometimes masked by parents asking for strategies to cope with their child's special needs and therefore should not be seen as a significant decline.
We continue to work with more families with children experiencing special needs or mental health difficulties, which has meant engaging with more working and professional families. The team has continued to be flexible to accommodate working parents, including some evening visits.

[4] Families are supported in a rolling programme so support may be for part of the year.

Length of support

The 26-week Council funded programme is determined by the requirements of the contract. Three families needed additional support and it was agreed with the Council that they would take a double space.

	Commissioned Early Help 2023			Vennture Prevent 2023 (Lottery funded programme)		
	No of families	Average weeks support	Average mentoring visits	% of families	Average weeks support	Average mentoring visits
Completed families	37 (65%)	25	21	39	34	28
Families who needed social worker intervention	11 (19%)	25	23	0		
Families who disengaged from support	7 (12%)	14	5	7	15	7
Families which moved during support	2 (4%)	21	15	0		

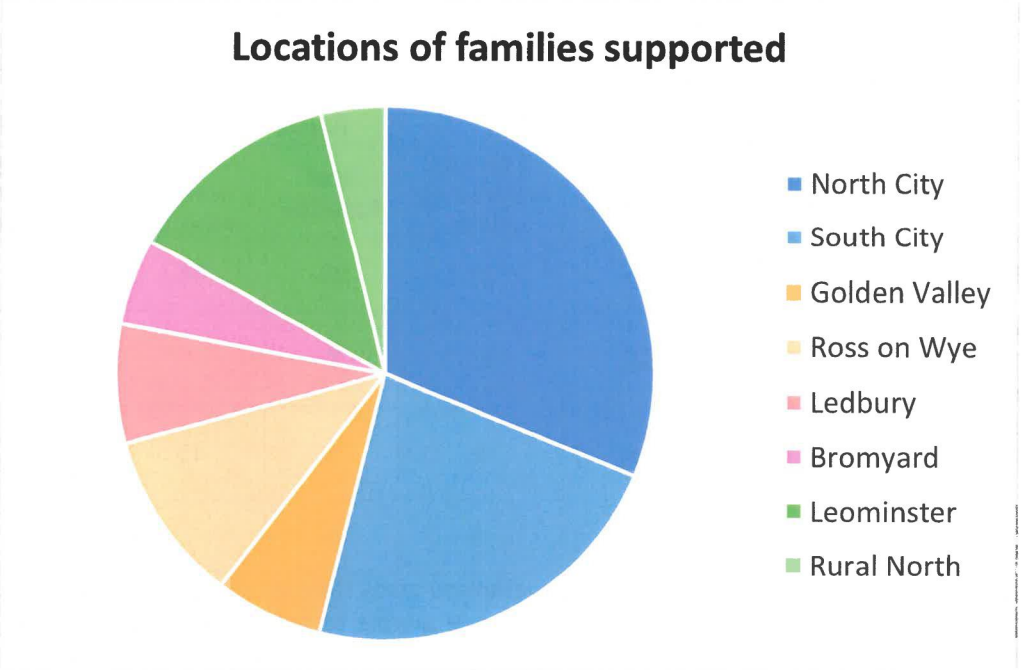
By contrast, the Lottery funded Vennture Prevent programme gives families the option of longer support. In 2023 the funding came to an end and so some families were unable to benefit from the longer support - on average families across the 3-year programme were supported for 40 weeks with 35 visits. Vennture is able to exit when changes are fully anchored and sustainable. More families in this programme complete their support and fewer families require referral for social worker interventions.

Referrals

110 new referrals were received in 2023, which is slightly less than in 2022 because we were only able to take on new families into Vennture Prevent at the start of the year as the 3-year funding was due to end in July 2023. In the end, we were able to extend this preventative programme until November 2023 with the kind support of The Eveson Trust and the agreement of The National Lottery Community Fund. The main referral source is now primary schools, as the main aim of the Thriving Families programme is to run in partnership with 24 primary schools.

New Referrals in 2023	Family Mentoring	Vennture Prevent	Thriving Families	
Primary School	25	6	33	58%
Social Workers/Early Help	21	n/a	n/a	19%
Secondary School	19	2		19%
Health	1	1		4%
Police	1	0		
Self-referral	n/a	1		

Locations



Vennture continues its county-wide commitment - supporting families in market towns and rural locations as well as Hereford. We had been frustrated that we had not been able to achieve our vision for a county-wide roll out in Vennture Prevent, so we have ensured that with our new programme Thriving Families we are prioritising small rural schools.

Small rural schools are less likely to be able to afford dedicated pastoral support and our meetings with headteachers and a recent school survey have shown that they appreciate having support they can trust and turn to.

> *"Vennture Prevent programme has been vital in supporting some of our families who needed a little extra support in challenging times but did not meet the threshold for other interventions. They were easily accessible, empathetic and helped families help themselves, before things got worse - Prevention!*
>
> *"The success of their input has been shared within our school community and has greatly enhanced the lives of some of our young people and families."*

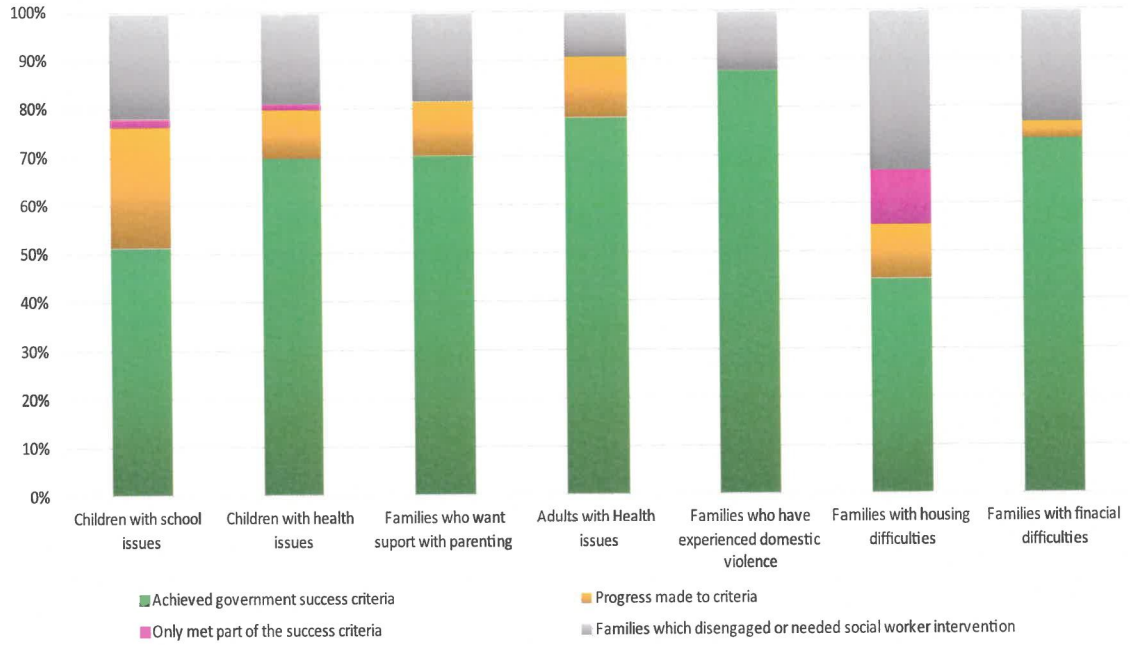
Family Mentoring
Since 2015, we have been a commissioned service for Herefordshire Council's Early Help. This has been our most consistent funding to support Family Mentoring and we have developed a good relationship with the Early Help team and their expectations. However, the contracts are normally only a year or two in duration which leads to some uncertainty. The funding has currently been extended to March 2025.

Prevention4Families
Our Prevention4Families programme has now come to an end after 3 years of support from The National Lottery Community Fund. It was launched in Herefordshire in September 2020 in response to what families were telling Vennture they wanted. The goal was to enable families to access support when their needs were first presenting, without feeling stigmatised, and feeling the support they received focused on what they themselves said that they needed rather than what external agencies judged them to need.

Over 3 years the programme supported 111 families, which comprised 233 children and 177 adults. Each family engaged with a well-trained, dedicated 'Link Worker' who mentored the family weekly in their home. A range of families was referred into Prevention4Families:

By the end of support, we found that 90% of children referred and supported had a physical or mental health need identified.

- 56% of families have met all the Government's success criteria[5]
- 78% of families have made significant progress while they were being supported



In 2024 we hope to find funding to continue this programme, especially in working with schools and families in finding the best way to support families who have long term pressure of having a child with special needs.

Thriving Families

Thriving Families was launched to schools in September 2022. It seeks to reduce parental conflict in families by raising awareness in schools and families of the impact for children. We are supporting families who are experiencing relationship distress, through our Link Worker and relational mentoring approach. We are also able to offer preventative support to a number of families whose circumstances put their relationships under increased pressure, such as having a special needs child, having one parent out of work or needing to be away for long periods of time for work.

IMPACT

A family bringing up a child with special needs

> *When we first met Finley's parents, they were exhausted. Although experienced with children, they were finding the 9-year-old's behaviour inflexible and challenging.*
>
> *Visiting the family weekly has allowed the Prevention4Families Link Worker to understand the situation better and give the parents encouragement, support, and advice over 9 months. The longer length of support has allowed a gentle and supportive approach, allowing the parents to feel supported as they implement new strategies. This has been especially important as due to the long waiting lists they still have not been able to access any specialist support from the Child Development Centre or CAMHs.*
>
> *The Link Worker has talked through Non-Violent Resistance parenting strategies and, with the family, researched advice from a specialist Society. An early adaption was to introduce chewing gum as a response to Finley's sensory seeking behaviours before meals to prevent him demanding some 'other food' directly before mealtimes. The Link Worker also liaised with school to make sure the*

[5] As defined by Herefordshire Supporting Families Outcome Framework

right support was in place, and with medical professionals to ensure Freddie was on the waiting list for specialist support. The older siblings were also supported.

At the end of the support, parents have said they feel better prepared for how to manage Finley and know where he is most able to manage and where he can't. They feel better at explaining Finley's needs to others in their social and family group. Finley now co-operates with the adjustments they put in place for him to manage out of the home at friend's houses or on trips or parties. He will gladly pack his 'Survival Rucksack' containing fidget toys, ear defenders, familiar cuddly toy, books, tablet and sweets to soothe or distract him when he becomes dysregulated.

Family feedback

Our goal is to help families help themselves. Family feedback is summed up below:

- 100% stated Vennture Link Workers and volunteers were approachable
- 100% stated Vennture Link Workers understood the challenges that the family were facing
- 91% said they could cope better
- 85% said they felt less worried about the future
- 85% said they knew where to get help from if they needed it

Parents' written feedback:

"I have been able to open up to my Link Worker more than with others and even been able to talk about the death of my husband. I feel a totally different person now."

"It was good to talk to someone neutral. You helped us when we were at rock bottom. You gave us external validation and reassurance - as well as mediating with agencies."

"It has made me less stressed. It has helped me get more financial help and benefits. I am facing up to my finances now, not burying my head in the sand - and it's a weight off my shoulders."

"Yes, reducing conflict work helped - now we talk about difficult things, but we always try to find a solution - I've found out I actually like my husband again!"

Young people and children feedback:

"Before I couldn't stay in the room with my mum. I now talk to my dad on the phone and on good days spend less time in my room."

"Mum's a bit better now since you've come. Its calmer and it's a bit sorted out with [my brother]. He isn't any different, but we were really worried when everything was happening at school and now its loads better."

"Mum and dad don't argue anymore. They miss each other as dad works far away. It makes me feel comfortable".

3. Fresh Start Initiatives - *Fresh Homes...Fresh Purpose...Fresh Connections*

Alterations in funding sources have led to significant changes within the Fresh Start team during 2023. Following the end of the Winter Provision Night Shelter project in March as well as the Building Better Opportunities and Community Renewal Fund projects ending, a smaller Fresh Start team has emerged, funded by multiple streams allowing for more adaptability in the team's delivery, based on the needs of the people we come alongside.

This has enabled us to introduce, where appropriate, a more overt faith-based element to the team whilst staying true to Vennture's proven mentoring relationships. The team is pleased to now be a member of the Community Chaplaincy Association, which allows us to meet with individuals in preparation for their release from prison, allowing for continuity of support from Vennture Link Workers to help reduce re-offending.

Fresh Start Referrals (excluding Night Shelter)
In 2023, the Fresh Start team received 164 referrals, which marks a reduction in our capacity compared to 2022 with 319 referrals. However, in addition to the caseload of these referrals, until the end of March, 2 Fresh Start Link Workers were involved on weekdays 11am-1pm in the Merton Hub Homeless check-in centre. This provided wrap-around support to those accessing accommodation at New Zara House.



Age Profile of Referrals	2022 %
Under 20	5
20 to 30	24.5
30 to 40	26
40 to 50	20
50+	24.5

Age Profile of Referrals	2023 %
Under 25	25
25 to 40	53
41-60	64
60+	19

Demographics of Referrals	2022	2023
Male	190	89
Female	125	74
Other	4	0

Throughout 2023 we have seen a significant increase in referrals that have a degree of mental health concern. With funding being stretched nationally, and with Police and Health authorities unable to respond to 'lower level' mental health concerns, Vennture's positioning for individuals struggling with mental health has become more important. All Fresh Start Team members have been trained in mental health first-aid and we are growing in our knowledge and working relationships with mental health teams through the NHS.

2023 Referral Sources	Medical	Self	Vennture Street	Probation /Prison	Police	Housing	Turning Point	Other
January	3	3	3	1	0	0	0	0
February	3	3	3	1	0	0	0	0
March	3	2	0	0	5	4	1	6
April	4	1	0	0	0	0	1	0
May	0	4	2	0	2	0	0	1
June	4	3	1	0	0	0	1	3
July	4	5	3	0	0	0	1	2
August	8	13	0	0	0	3	0	4
September	0	11	0	0	0	2	1	1
October	1	10	0	1	2	2	1	1
November	2	5	2	2	1	1	0	0
December	1	2	0	1	1	1	0	1
TOTAL	**33**	**62**	**14**	**6**	**11**	**13**	**6**	**19**

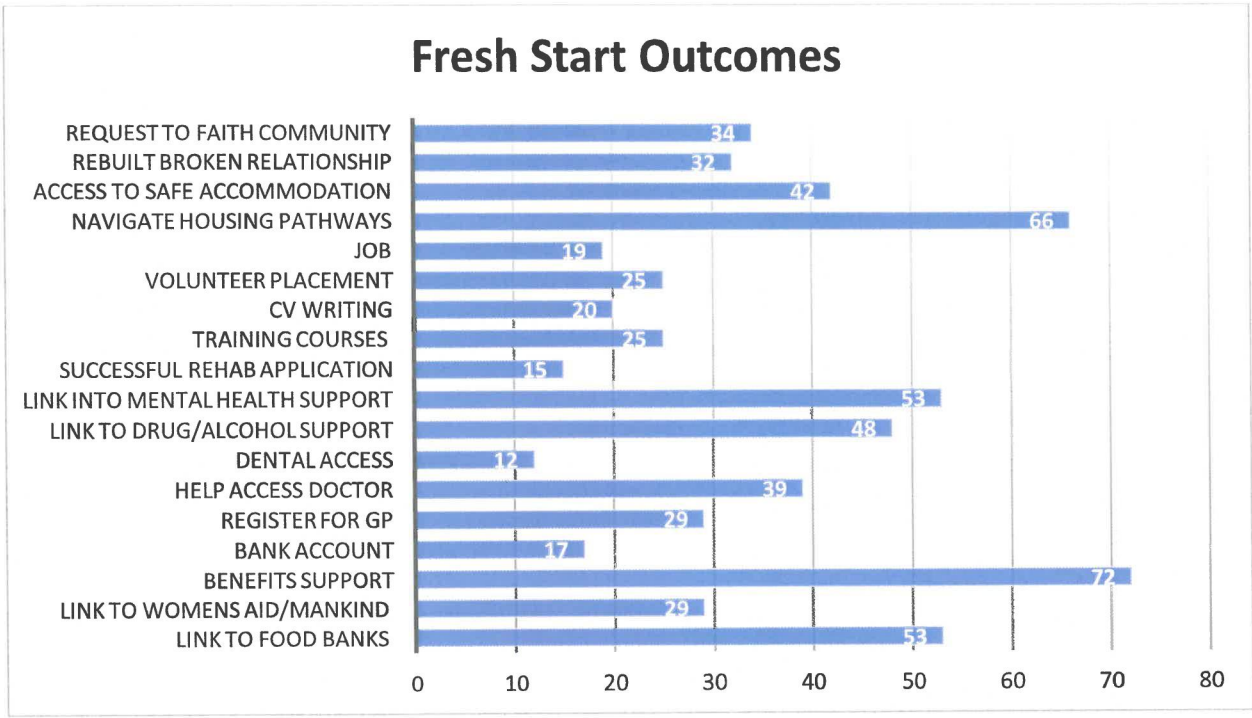
Due to the change in needs of the people we come alongside, this year a team member has been dedicated to a Response Worker role. They are able to respond immediately to people who are going through a degree of crisis, often linked to homelessness. This helps to prevent problems worsening into deeper issues. If Fresh Start Response does not see the individual able to comfortably move on, we are then able to introduce the longer-term mentoring programme.

Impact

Three of the most common outcomes include helping individuals navigate the housing support pathway, accessing benefits and linking to food banks. We have found that as the cost-of-living rises and housing becomes more expensive and difficult to access, there is a new group of people experiencing homelessness who do not have experience in navigating the housing or benefits system.

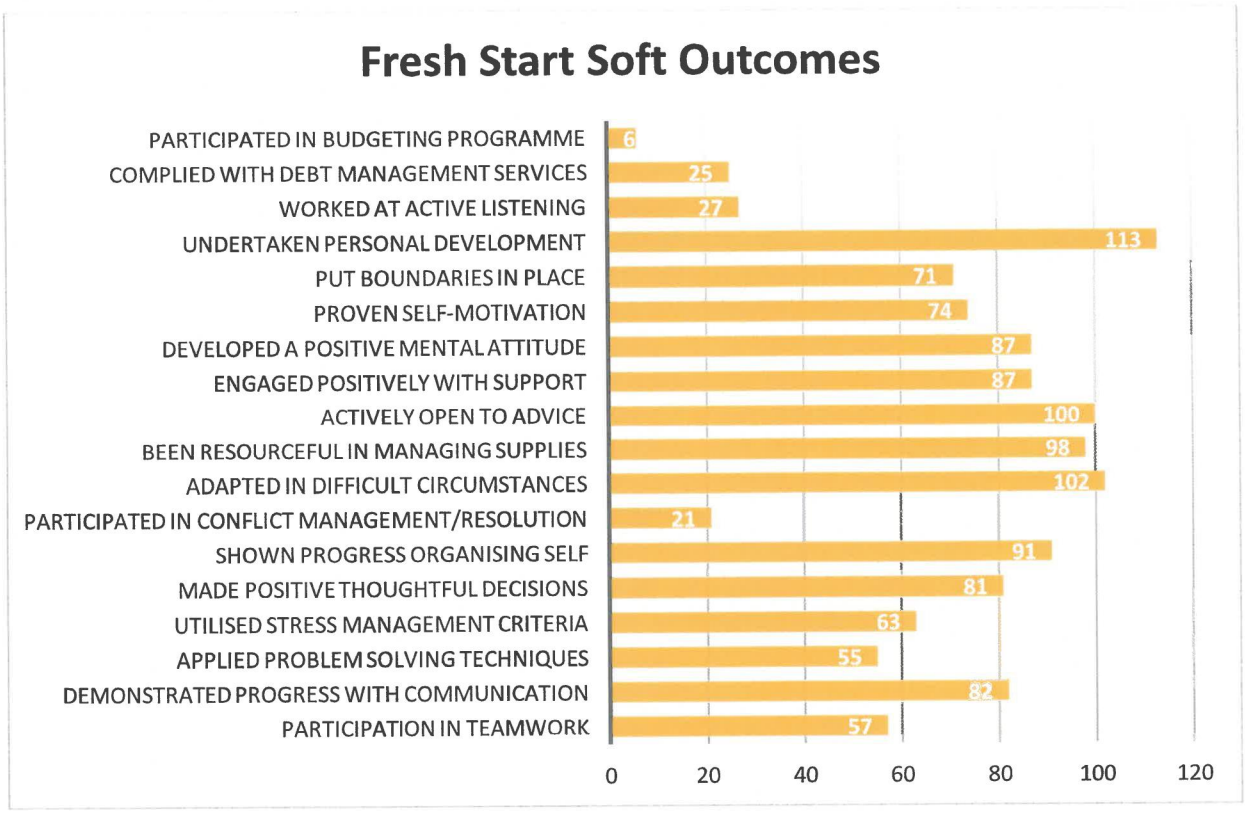
A large proportion of the individuals we encounter are dealing with mental health concerns. We have noticed a notable rise in post-Covid anxiety, which is also presenting as agoraphobia.

Despite a rising number of dental issues, access to dental support has been challenging. Throughout the year, we have managed to access 12 appointments.



An important part of creating long-lasting change in the individuals we walk alongside is facilitating the development of soft skills. This year we began recording data on these outcomes which shows over 100 cases of individuals undertaking personal development and adapting in difficult circumstances.

When suitable to the individual, this year we have begun celebrating the achievements of individuals who have met their goals by offering the opportunity to exit on a 'High Point with a High Point'. This is where we arrange to go on a walk to a high place to celebrate a new chapter of life.



Case Studies

1. FF - Fresh Start Mentoring

I met with a homeless lady who was deeply in shock and not used to homeless living. After listening to her story, I could see it was not a quick fix.

I walked alongside her to Blue School house that afternoon to find out if she was suitable for emergency accommodation, due to her mental health and physical disability.

It was confirmed that FF had her own house, even though she could not return to her home. We checked her into New Zara house emergency accommodation and ensured she was in a ground-floor room because of her physical disabilities. Until August 2023, I met with FF every week. I worked through her devastation of Women's Aid not being able to support her because, after many years, she lashed back at her abusive husband.

I walked alongside FF when she went to Court and, because of Vennture's continued support, her sentence was reduced and she was able to continue the work we were doing each week, with a soft version of the Women's Aid freedom programme. I walked alongside her to enable her to get into Rehab and also move to a point where she secured her own house.

She has since put in an application form to Turning Point and Vennture to become a volunteer and give back to the charities who walked alongside her.

2. SS - Fresh Start Response

A Fresh Start Response Worker arrived at A&E within 25 minutes of receiving an email request regarding an individual who was without a home. They met with the individual (SS) and a member of the Crisis Team and built rapport and engagement with SS establishing the events leading to SS's current situation. SS had previously been deemed to not have a 'local connection' to the area so was advised that their original authority area was ultimately responsible.

The Response Worker accompanied SS to Blue School House Council offices to arrange an interview with a Housing Solutions Officer and assisted and encouraged SS in producing a timeline of SS's past housing locations where SS was deemed to qualify as having a 'local connection'.

The Council Manager then contacted SS by phone to confirm the Council's decision to accept 'duty of care' having examined the evidence and circumstances provided. They spoke to the Response Worker, stating that emergency accommodation would be provided.

The Response Worker accompanied SS to the railway station and stayed with them until they caught their train to their accommodation. They ensured contact numbers were available to SS, reiterating the ongoing package of support SS would have including multiple agencies nearby to their accommodation as well as ongoing support from Vennture Link Workers.

Feedback

Inter-organisational working

"I'm currently with the SNT team at Bromyard and they've been telling me about the support they've had from Vennture following a referral for an individual with substance misuse issues who was causing some problems locally due to this. The team tell me that the Fresh Start Worker has been absolutely brilliant and has secured a long-term rehab placement for the individual, even driving them to the placement to ensure they got there successfully."

Friends/ Family

"Just want to say a great big thank you for the care and support that Vennture have shown E. Mental health has plagued her life, through your endless patience and resourcefulness she is a very different person and the Fresh Start Link Worker has displayed great skill in enabling E to work through her issues step-by-step and take responsibility for her own mental health. This fabulous organisation has given E the confidence to get through her issues which had brought her to a very low state. The Fresh Start Link

Worker has supported E to gain self-worth and bring joy and respect to herself, and to know that she is a worthwhile person. Thank you also for the support you gave in finding voluntary work and, because of this, instead of E feeling socially isolated, E now feels that she is a part of a social circle again."

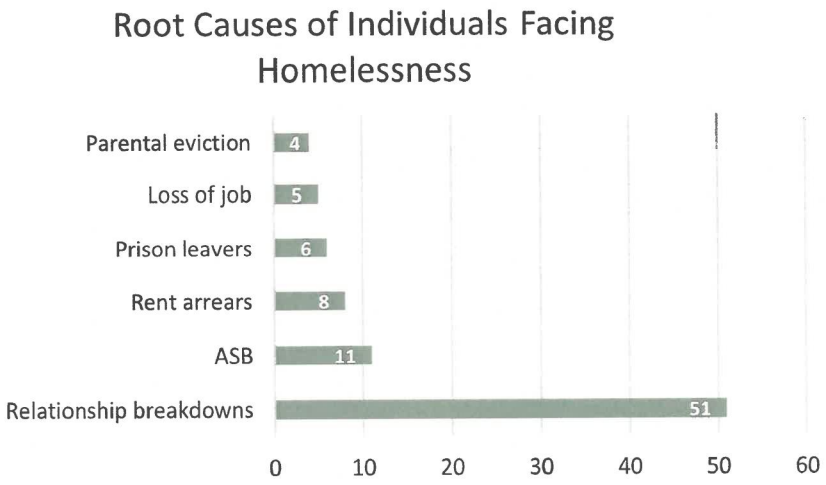
Individuals

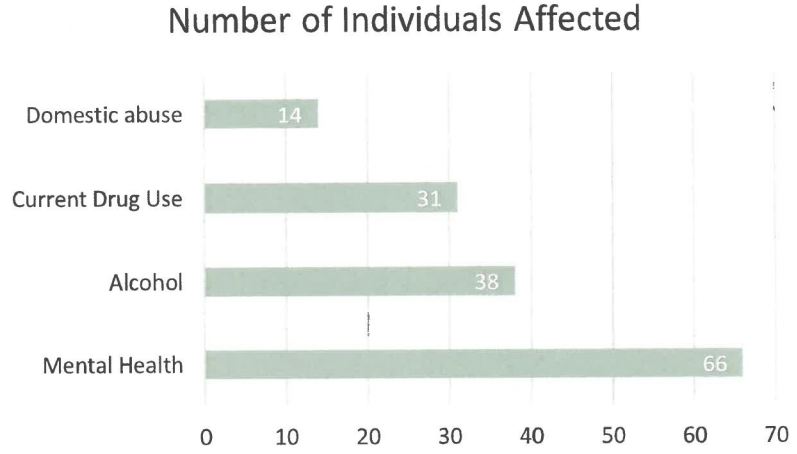
"There feels like there is so little judgement. Thank you."

Winter Provision Night Shelter

The Winter Provision Night Shelter Project concluded at the end of March 2023 following its opening on 12 December 2022. It operated with single room occupancy, unless two individuals both chose and consented to share a room together, to provide a safe and dignified experience for its users. This was supported by the presence of local door staff who assisted with our on the night check-in process to prevent alcohol, drugs and weapons from being brought into the shelter.

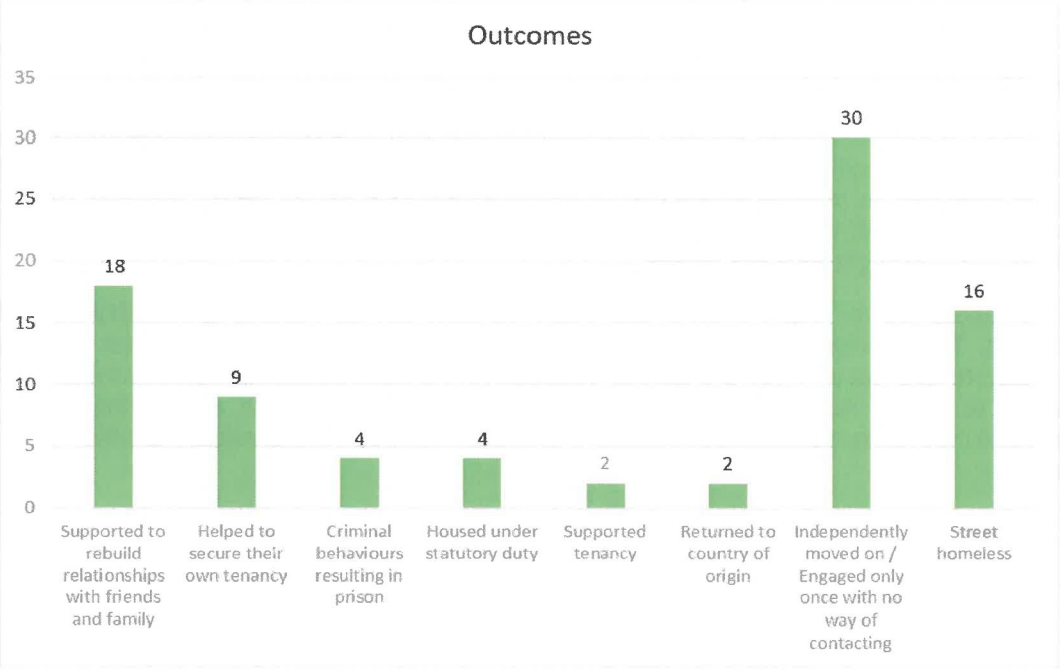
All individuals accessing the Night Shelter received wrap-around support during weekday daily check-ins at the Merton Hub. This provided the opportunity for them to engage with Fresh Start Link Workers regarding issues on a one-to-one basis, with the aim of addressing the root causes of homelessness and helping to connect them to other sources of support. Agencies and specialists such as Turning Point, Opticians, Hairdressers and District Nurses attended regularly at the Merton Hub to help address problems the individuals were facing.



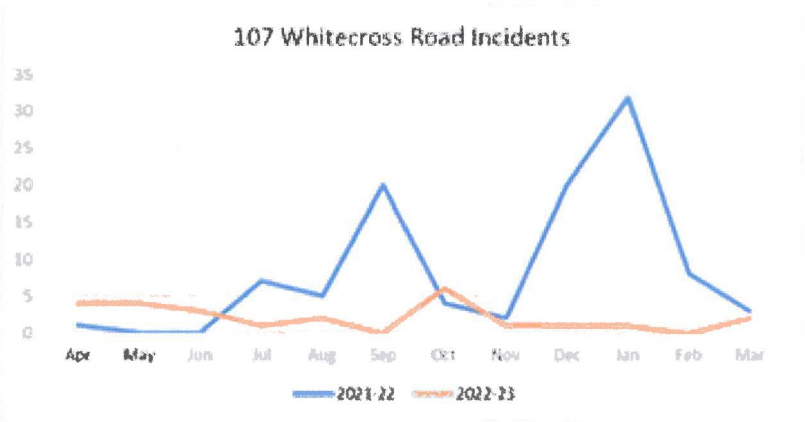


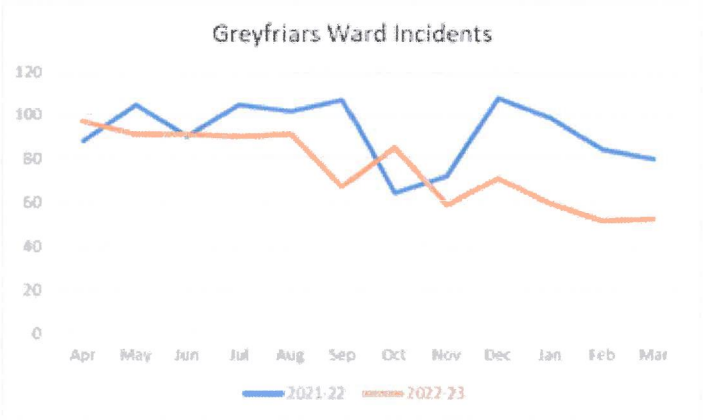
Outcomes

A total of 85 individuals accessed support through Winter Provision, within which 74 individuals utilised accommodation for a combined total of 828 nights. The cumulative effort of the individuals, Wardens, Merton Hub Fresh Start team members and agencies, helped support many of the individuals in accessing accommodation.



Information obtained by the police showing incident data for the area of Greyfriars Ward and Whitecross Road where New Zara House is located indicates that the new process and system introduced this year has had a significant impact on incidents in the area compared to previous years of New Zara House's operation.





Service Users' Feedback

A total of 15 individuals responded to the survey regarding their experiences throughout Winter Provision, of whom:

- 4 said they have stayed at the shelter in previous years, with all saying it felt safer in 2022/2023.
- 13 individuals said the zero tolerance to drugs and alcohol policy made them feel safer, with 2 who said it made no change.
- All 15 said the security staff treated them with respect when undergoing checks before being shown to their room.
- All 15 said that the Winter Accommodation Wardens supported them to have a safe stay.
- When rating their experiences of using New Zara House on a scale of 0-10 with 0 as *'it was awful and I didn't feel safe'* and 10 as *'it's the best it can be under the circumstances'*, 11 individuals rated it a 10/10, one rated it 9/10, two rated it 7/10 and one rated it 5/10.

"Craig and David were absolutely awesome . . . Vennture made me feel at home and I appreciated the health checks. My blood pressure was way over the scale, but I thank them for taking the time to do this, really beautiful people."

"The hard work and help and advice that I have received from each of my support workers, Dom, Isla and Dean has quite frankly been lifesaving. Each one offering genuine from the heart step-by-step guidance and encouragement. "

Following the completion of the project, the Fresh Start team has been working collaboratively with Hope City Church to operate a homeless drop-in hub through which the team continues to have regular referrals, both for responsive and mentoring work.

4. 2023 Street Presence Initiatives

Vennture's Street Presence team members have now settled into their permanent home at the Merton Hotel, and have been able to welcome new and old volunteers, conduct Police briefings, and Christmas gatherings.

This year we have been working on increasing our scope into the market towns of Herefordshire, where market town councillors have attended both shifts and training to experience what we currently do in Hereford. Moving forward to 2024, we aim to develop these relationships further and increase the scope of the reassuring presence we prove to be both daytime and nighttime.

Street Pastors

Our Street Pastor work has been impacted by the on-going dramatic shifts in the nighttime economy. Everything has changed: those going out; when they go out; venues they frequent; what they do and when they go home. For businesses operating in the nighttime economy, everything has become unpredictable, and many are struggling to sustain.

People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
240	68	Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	589
		511	77	28	182	130	113	

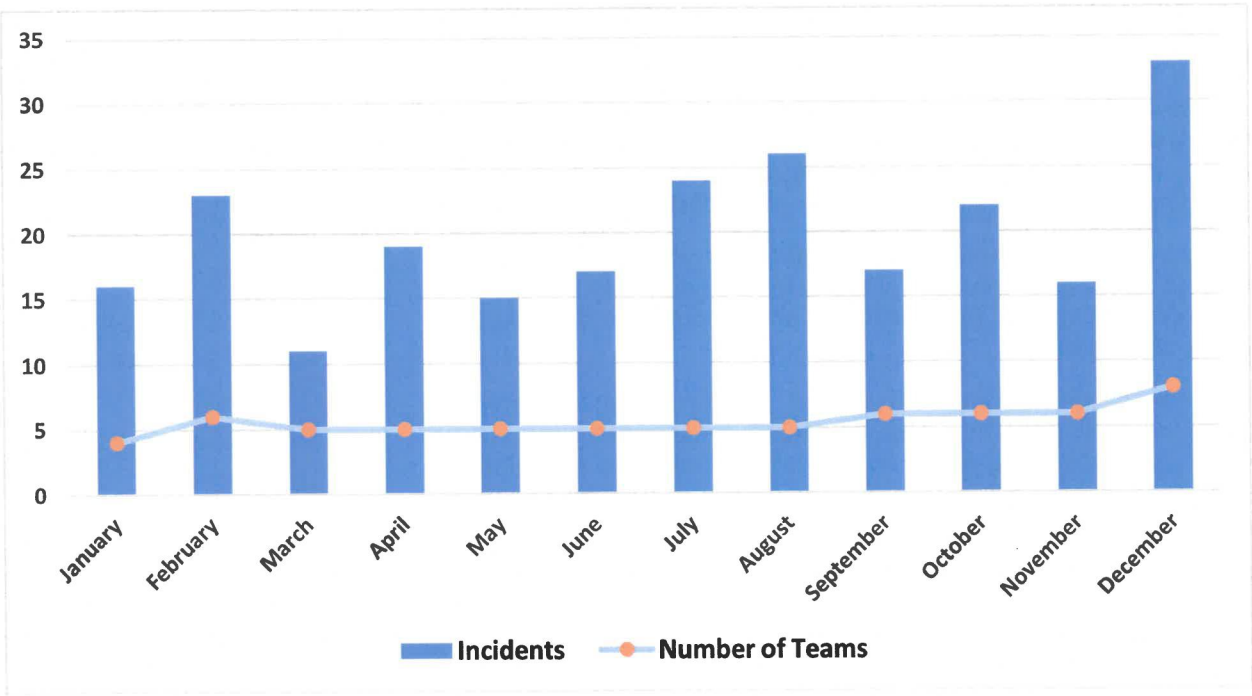
On average the Street Pastors have been attending to 3.5 people per shift in 2023. Reasons for engagement with members of the public have aligned with previous years, attending to primarily injured and impaired individuals, with vulnerable individuals being the second highest once again. The most significant changes for reasons of engagement between 20222 and 2023, have been with the engagement of vulnerable people. December 2023 saw the highest level of incidences involving vulnerable people compared to 2022 in which May and October were proportionally higher than December 2022.

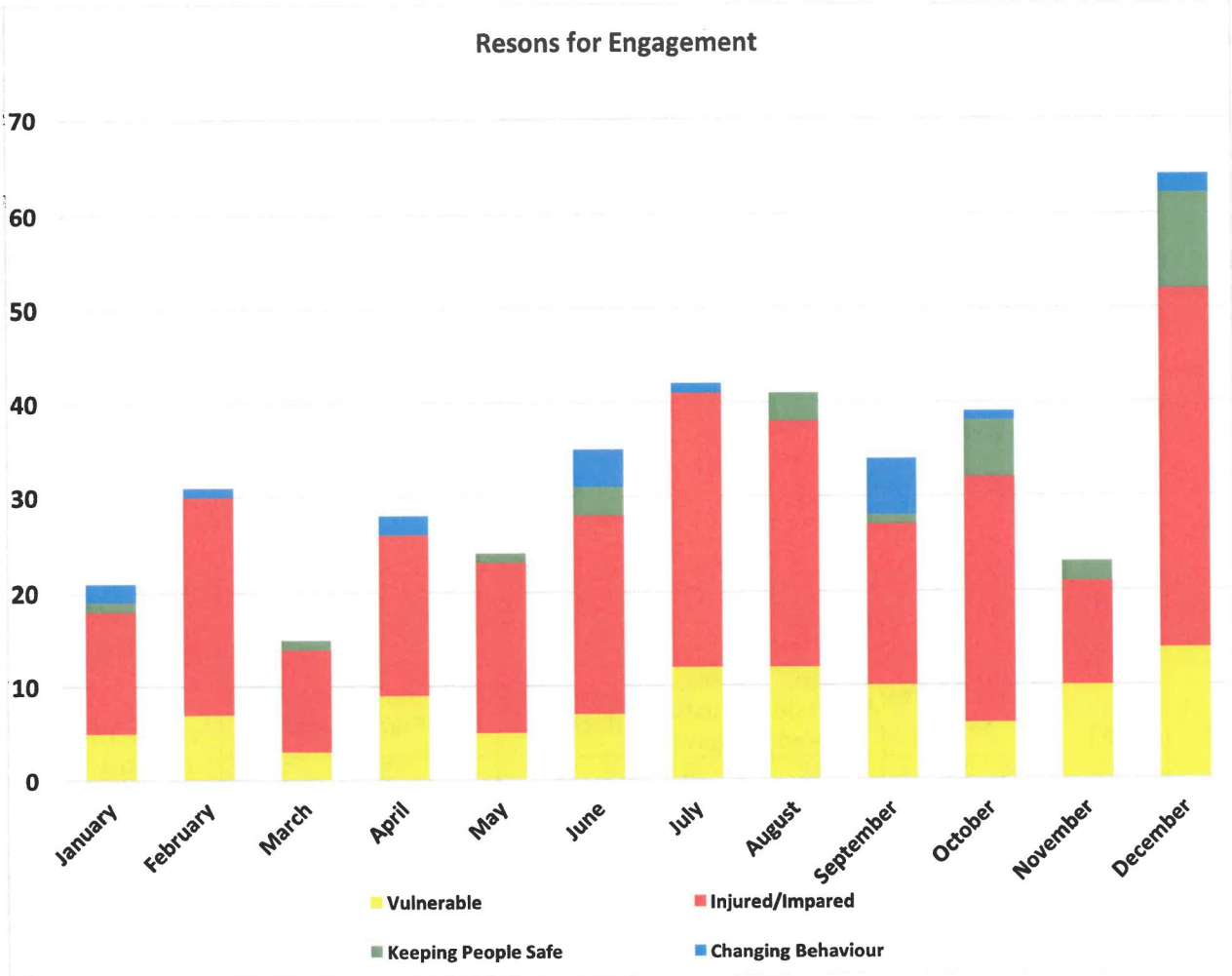
However, an interesting change has been an increase in younger youth activity in the nighttime economy in 2023. This has been acknowledged by other agencies in Hereford and has been highlighted to our teams and encountered just recently in the experience below.

> *"Upon encountering a child who looked to be a year 9 student in high school we provided a guardian presence all the way home on foot. They were alone, inebriated, vulnerable, and struggling with the icy pavements."*

In contrast to 2022 numbers, we have seen a particular dip in number of incidents in March with a then steady increase to a spike in the summer months of July and August. This aligns more closely with figures that were seen in 2021 and those of pre-Covid than 2022. December was a partially busy month for our Street Pastors, which is reflective in the increase of teams that went out during the busier times, including Christmas Eve and New Year's Eve. We have been able to consistently have teams out on the street to maintain the familiar reassuring presence.

Incidents


35
30
25
20
15
10
5
0
January
February
March
April
May
June
July
August
September
October
November
December
Incidents
Number of Teams


Resons for Engagement
70
60
50
40
30
20
10
0
January
February
March
April
May
June
July
August
September
October
November
December
Vulnerable
Injured/Impared
Keeping People Safe
Changing Behaviour

Training

The nature of the problems Street Pastors continue to encounter illustrates the need for continuing and on-going rigorous training.

One observer commented recently about how much Safeguarding training they were forced to undertake. We explained that the difference is our training is geared to encountering and dealing with Safeguarding issues on an almost week-by-week basis.

At 2am that night, the team that the observer was attached to was involved in getting a group of intoxicated 13-year-olds home safe, making sure their details were captured and recorded to be passed to the police for follow-up.

Equally, the nature of intoxication and inebriation encountered is becoming more extreme and riskier. One team was called by a take-away to help a paralysed young person in his early 20s who was struggling to breathe. They cleared his airway and were ready to use the AED when his breathing continued to fail.

Working collaboratively with an ambulance crew, they got him safely to hospital. As he was taken to hospital the team ran a drug test and were able to inform doctors in A&E that he had a mixture of cocaine, methamphetamine, ketamine and alcohol in his system.

Engagements	
184	Intoxicated
100	Vulnerable
32	Injured
32	Isolated/Alone
31	Upset
13	Possible Drug Use
8	Behaving Erratically
8	Physical Altercation
8	Homeless
6	Suspicious Behaviour
5	Lost/Left Group
4	Can't Get Home
2	Possible Predator
1	Subject of Predator
1	Victim of Crime

He recovered safely and was collected by his parents. In the space of 2 hours, he had gone from enjoying a night out, facing death's door and being home safe.

In this instance, the team benefited from our rigorous talk-down and pastoral care after the incident.

Lean-on-Me

2023 has seen some new introductions to the way we are working. Post-Covid, we had been seeing less people coming into Lean-on-Me. This led us to make adaptions to our way of working to ensure that we are accommodating the people in the community, our student volunteers are gaining as much experience as possible and subsequently releasing the Street Pastors of unnecessary medical intervention.

In 2023, we introduced Mobile Lean-on-Me, which has enabled some of our older student volunteers to get on the streets and have new experiences dealing with people in the nighttime economy. However, we ensure to maintain our usual Lean-On-Me based at the Merton as often as possible so that our student volunteers under the age of 18 can continue to volunteer late into the night.

> *"Thank you for reaching out to me. Mobile LOM was certainly a new experience but one that I found incredibly interesting and fulfilling. It was very different from being at the Merton but I thoroughly enjoyed it."*
>
> Student on a Mobile Lean-On-Me

Impact

People Helped	Nights Operated	Impacts			Support Given				Average Time Invested
		Ambulances saved	A&E Admissions saved	Police Custody saved	Supervised Recovery	First Aid	Safe Place	Emotional Support	
29	31	10	13	8	16	3	15	5	1 hour 18 minutes

Data suggested that there was a new peak in the nighttime economy, which was much earlier in the evening. As a result, we decided to trial 'Twilight' shifts which ran 7.00pm-9.30pm for a hand over to the normal

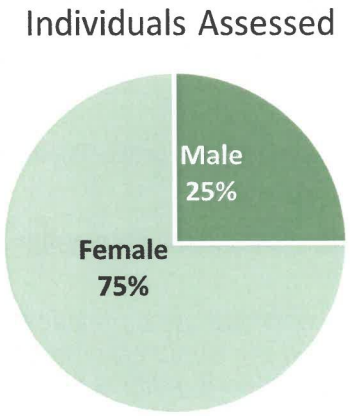
Lean-on-Me team. This, again, increased the scope of who we were able to help. However, Twilight shifts are in their infancy and only a few have been completed but we hope to implement them into rotas in 2024.

Assessment	
Alcohol	18
Drugs	4
Mental Health	6
Head Injury	2
Environment	1
Epilepsy	3
Stroke	1
Diabetic	1

10 ambulances were saved this year, saving £3,670 according to Kings Fund (2020/2021).

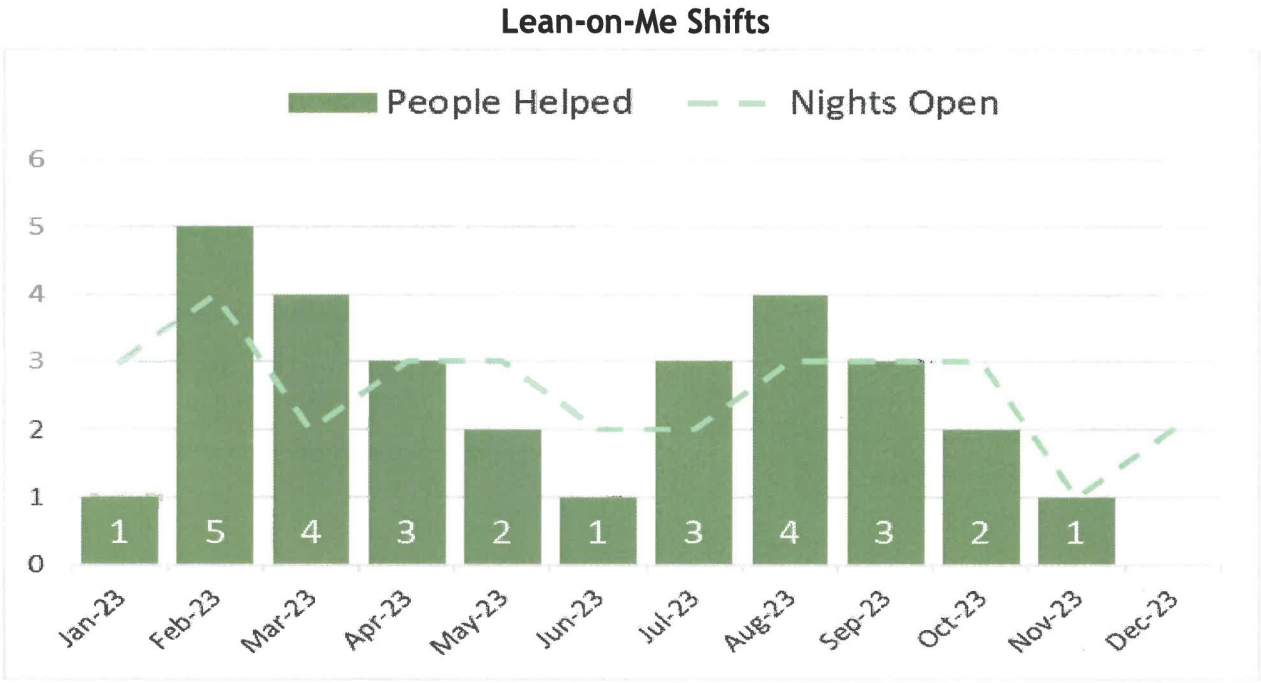
13 A&E admissions were saved.

Saved from police custody doubled from 2022.



Similar trends in demographic to past years were observed in 2023. There has been a slight increase in the proportion of females who have come into Lean-on- Me between 2022 and 2023 - from 64% to 75%.

2023 has seen less people coming into Lean-on-Me than in previous years. This is reflective of the downward trend since lockdown. In 2023 January was a particularly quiet month for Lean-on-Me in comparison to 2022 which was the busiest month. We have seen consistent peaks in activity in February/March and then again in July/August in 2022 and 2023.



This year we have welcomed 13 new student volunteers from a variety of Sixth Forms. Their shifts started in December 2023 and will continue in 2024.

Earlier in the year, we were also observed by the Lord Mayor of Hereford Cllr Jacqui Carwardine who had a lot to say about her experience.

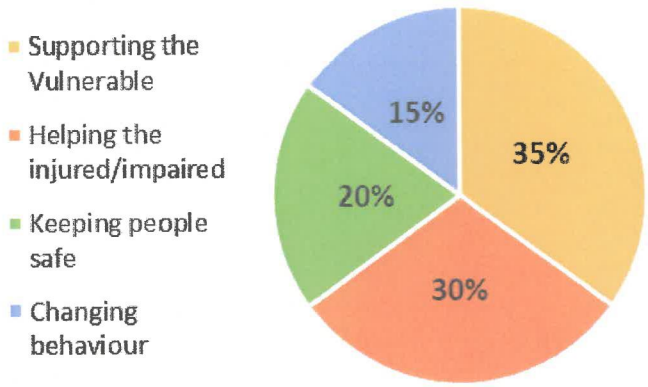
> *"What a fantastic night with an amazing team of people, who work full on to provide such an incredible support service to members of the community. I found the whole experience very interesting and enjoyed it so much that I stayed out with the team until 4.00am! What a brilliant night - the best night out I've had in years! Please pass on my grateful thanks to the Street Pastor volunteers who looked after me so well during the whole night, and to Rob Thomas and Ian Purcell for giving me the opportunity to attend and see what wonderful work you all do."*

Ambassadors

In 2022, changes were made to Ambassadors, including 'Mallard Patrols' which ran July-October 2022. These have stopped in 2023, after discussions with other agencies as to as the risk levels reducing in the area around the riverside, with new CCTV cameras being installed. We maintained the patrols until this CCTV was in place to ensure there were minimal gaps in safety.

We do maintain the riverside as one of the areas to patrol, but this is now done within normal Ambassador shifts. Alongside this, there has been a decrease in the number of Ambassadors in 2023. In 2022, members of the Fresh Start Team did regular Ambassador shifts, in addition to our volunteers from the community, to gain direct referrals from the Street into Fresh Start. This was put in place during a time when the Fresh Start team had a bigger capacity for referrals. Due to projects within Fresh Start ending, and therefore less Fresh Start team members, volunteer numbers have decreased. Members of the Vennture family still volunteer within the Ambassador programme, but not in such a large and frequent capacity.

As shown below, the Ambassadors attend to a much wider variety of incidents than both Street Pastors and Lean-on-Me, with a slightly larger proportion spent supporting vulnerable people.



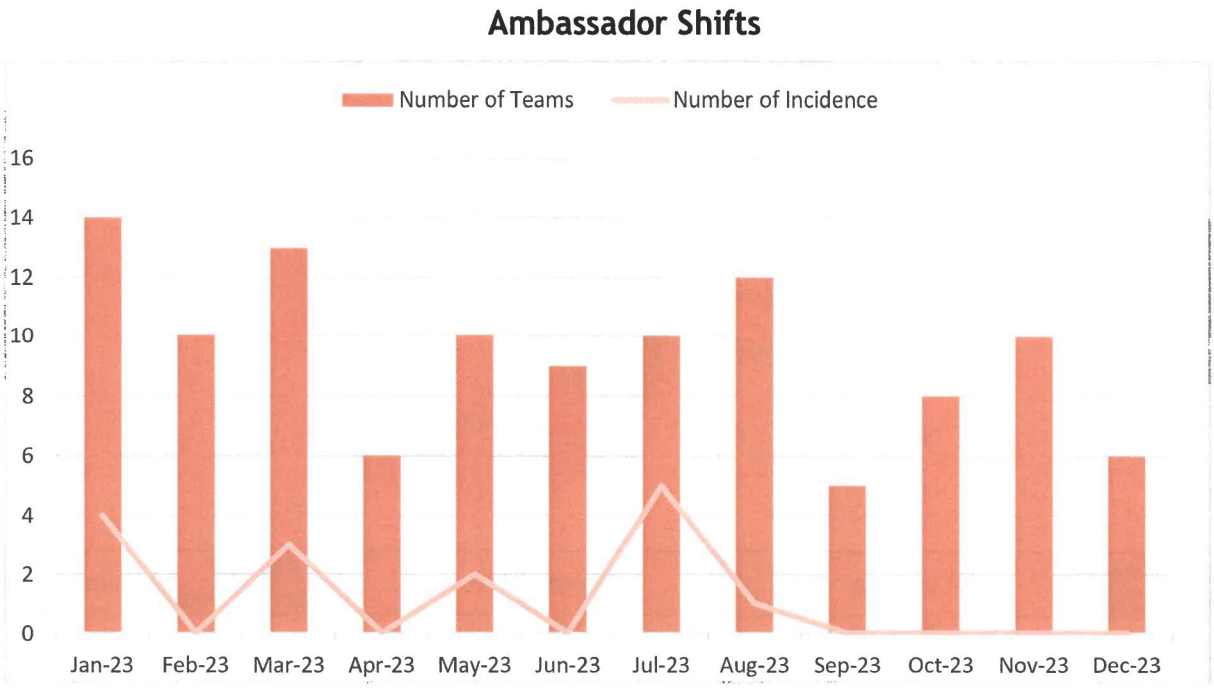
People Helped	Teams Out	Clearing			Handed Out			Agency Interactions	Conversations
		Bottles	Broken Glass	Litter	Blankets	Water	Lollipops		
61	109	210	103	651	1	6	14	310	474

Ambassadors have become regular and consistent with the number of people helped on the streets, fitting very similar figures as 2022, building noticeable rapport with members of the public as a result. From feedback from our volunteers, there has been an increase in awareness or who Ambassadors are and what they do. Ambassadors have continued to establish their presence amongst the public with people now asking if they will attend to incidences where they are deemed fit to. Ambassadors have also taken part in Gazebo days and other city-wide events is has contributed to the increased awareness within the community.

Ambassador Interventions	
Triage	8
Vulnerable	3
Injured	4
Informed CCTV	5
Intoxicated	1
Possible Drug Use	1
Homeless	3
Advice	54
Suspicious Behaviour	3
Who are Ambassadors?	157
Thank you's received	60

"People know us. If someone is in trouble. someone always comes up to us to ask for help."

Ambassador Highlight



Compared to 2022, 2023 shows a decrease in incidences across the year. This is due to the reduction in teams patrolling, as members of the Fresh Starts team no longer had the capacity to maintain their previous level of shifts as seen in 2022. We can see the peak during summer months that has been consistent through recent years. There is a dip towards the end of the year where we would usually see a small spike as we did in 2022. Again, this is partly reflective of the reduced number of teams patrolling in comparison to 2022.

5. 2023 System Leadership Initiatives

1. Night Shelter Transformation
2. Building a system of Prevention in a rural context
3. School-based prevention-focused support for children & families

The following reports provide summaries of each initiative, the insights and recommendations from our reporting over the last 12 months.

1. Night shelter transformation

Strategic system insights	Recommendations for system leaders
Being safe benefits everyone A more pro-active and caring approach to identifying and mitigating risk makes everyone feel safe; importantly, it delivers a step-change in outcomes - especially enabling the most vulnerable to engage and benefit from provision far more. Reducing anxiety among participants, wardens, and Link Workers allows relationships to grow stronger without fear and be more productive through consistent engagement based on clear boundaries.	The following elements of the transformed safe approach need to be sustained and built upon: 1. Expert-led Safer recruitment, selection and training for all employees and volunteers. 2. Healthcare checks to remove barriers to accessing health services and better manage high-end medical risks combined with personal and inter-personal risk assessment for high-risk groups. 3. Safety protocols & processes - transparent to participants - that promote the inclusion and the voice of the most vulnerable.
Putting the person in the lead transforms Building a system on what those who are in or on the edge of homelessness say they require works by: Prioritising 'Connection', 'Recognition', 'A Dedicated Link Worker in regular contact' and giving someone their own 'Front Door'.	4. Encourage regular, daily connection to build trust and provide each person with a consistent well-trained and supported Link Worker to travel the journey with them. 5. Insist on single-occupancy emergency/transitional accommodation to promote individual dignity and well-being.
Recognising the whole person is better than single repeated separate assessments. A regular structured check-in process provides opportunity to develop a complete picture of each individual - beyond their needs, better understanding their concerns and motivations. This makes it possible to help people into other ways to be housed safely and take steps towards employment and self-determination.	6. Move away from 'singular narrow assessments' to a 'single holistic recognition process' for those presenting as homeless or at risk of homelessness. 7. Allow the learning to inform a better 'triage process' linked to 'immediate accommodation' and 'rapid rehousing' for those presenting as at risk of homelessness.
Restoring connections leads to change. Helping individuals explore reconnecting with people, place and purpose is key to helping them take the first steps to getting back on their feet and finding alternative housing.	8. The system needs to develop more holistic practice beyond the lens of housing and through a single point of contact that builds trust and connects them with the support they need.
Systemic transformation needs to be all year and be far more evidence based Engaging multiple funders, business resources and expertise, in addition to historic agencies and providers, transformed the approach and outcomes for individuals in such a way that questions why the approach is only for winter.	9. Consider transformed 'Winter Provision' becoming an all-year round approach with a much greater focus on prevention. 10. Establish clear, clean, real-time, well-evidenced data to shape on-going system development.

2. Building a system of Prevention in a rural context

Strategic system insights

1. Prevention requires a different understanding, mindset and approach

The premise that the core of prevention is about restoring and building positive connections with individuals in need is poorly understood by those who are wedded to creating services. A mindset is needed that thinks beyond services and sees people holistically so an approach can be grown that restores and/or builds relationships, leads to change and builds individual resilience.

2. The value of Prevention is beyond reducing demand on statutory services

Prevention can deliver much more in positive outcomes for children, young people, families, schools, communities, businesses and individuals far beyond those defined by overstretched public services. Fresh outcome frameworks are required that define success from the point of view of how children, young people, families, individuals and communities think about their on-going well-being.

3. Statutory agencies are not best placed to distribute Prevention funding

Prevention funding may be more effectively and efficiently distributed through Community organisations such as Herefordshire Community Foundation. They have strong, well-proven governance mechanisms, and community-friendly processes to make sure investment delivers in community-based initiatives and can handle micro as well as large grants.

4. Prevention delivery sits best in Community

Community is more geared to being responsive, free of cumbersome threshold-driven referral processes, and had the flexibility to maintain relationships over longer periods. The state does not have the resources to be a nanny or offer long-term friendship and relationships that are at the heart of prevention.

5. Prevention may become natural when agencies embrace Community Paradigm principles

Prevention necessitates agencies develop new behaviours to enable communities to address local needs in relevant and effective ways: sharing data transparently to empower communities with accurate information so they can widen participation in problem solving; defining outcomes more clearly so communities and structured voluntary organisations can own and evidence their delivery; engage in co-creation and co-production that harness the grassroots insights and resources of communities closest to the problems.

6. The lines between community prevention and statutory intervention need to be respected

Too often well-reasoned and well-intentioned prevention initiatives fail to deliver because they are rooted in the organisational doctrine of statutory agencies and their inclination to operationalise everything into the delivery of a service. Inadvertently this too often alienates communities and results in unnecessarily costly solutions. Communities and agencies too easily want to cross the line and do the other's job rather than concentrate on doing their job best.

3. School-based prevention-focused support for children & families

Strategic system insights

Whole Family Prevention Programmes

- Threshold-free, easily accessed Prevention Programmes are needed to better support families and schools.
- School-based, community-rooted 'Prevention' requires a different mindset[6], approach, culture, and delivery mechanism - away from what families feel are stigmatised statutory interventions - including Early Help.
- Key assumptions about prevention need revisiting to ensure 'in-home' approaches are flexible and appropriate to be effective.
- Other approaches may be possible that combine school connectivity with Vennture capability.

Prevention and Right Help - Right Time

- The systems understanding of prevention is under-developed,
- Better ways of connecting 'Preventative programmes' to Early Help are needed.
- The intimate knowledge gained through Prevention provides more informed judgements.
- The opportunity exists to improve assessment by developing the concept of 'Right Help-Right Time Trusted Assessors' within Prevention Programmes.

Meeting the needs of Special Education Needs Families

- Conflating SEN needs with safeguarding is unhelpful.
- Focusing on the SEN child is to miss the whole family need.
- A deeper understanding of the complex dynamics and 'triggers' in families with one or more SEN children is needed.
- Periodic whole family mentoring in these families can sustain their resilience and improve outcomes for parents and siblings.

Covid Lockdown legacies

- Persevering with face-to-face contact through lockdown was a right decision.
- Lockdown issues for children were poorly understood and even now our understanding and approaches are improving slowly.
- School specific fear - arising from Lockdown learned behaviours - needs to be properly recognised

[6] This learning reflects The Government's own review of Children's Social Care:
'Harnessing the power of communities will require building on capabilities in neighbourhoods and communities to effectively meet families' needs; this requires a different way of working which may feel unnatural for children's social care but should form an exciting new frontier for delivering help for families.'
The Independent Review of Children's Social Care, Josh MacAlister, May 2022

6. Vennture Enterprises Ltd

The main activity of the company during 2023 was the operation of the Merton Hotel in Hereford City Centre. There were two distinct phases during 2023 to the running of the hotel: finishing the refurbishment of the building and, from April 2023, beginning operations as an hotel for use as emergency accommodation in conjunction with Herefordshire Council.

1. Refurbishment

Key works were required to make the building operational:

a. Emergency lighting - this involved upgrading lighting across 3 floors
b. Boiler replacement
c. Refurbishing two ground floor rooms
d. Fire Risk Assessment compliance

The complexity of these works delayed the opening of the hotel for emergency accommodation until April 2023. Over the summer, we invested in fridges and microwaves in the rooms, allowing our guests to have the ability to prepare simple meals and keep basic foodstuffs fresh in their rooms.

2. Bringing the Merton into use

Street Presence

Having gained the requisite safety approvals, initially for the ground floor only, in December 2022 the Merton was able to accommodate the Street Presence teams - Street Pastors and Ambassadors. In addition, we were able to accommodate the Lean-on-Me Safe Space. All have continued to operate from this location.

Winter Provision Triage

Time-limited funding for the charity enabled the Merton to act as a hub for the charity's Fresh Start team to provide daily support for the homeless from December 2022 until March 2023. This was run in conjunction with the Night Shelter Transformation project. Individuals who presented as homeless were triaged and assessed, and helped with benefit claims and health referrals. Our recommendations to adopt this proven approach all year[7] were not followed through by Herefordshire Council.

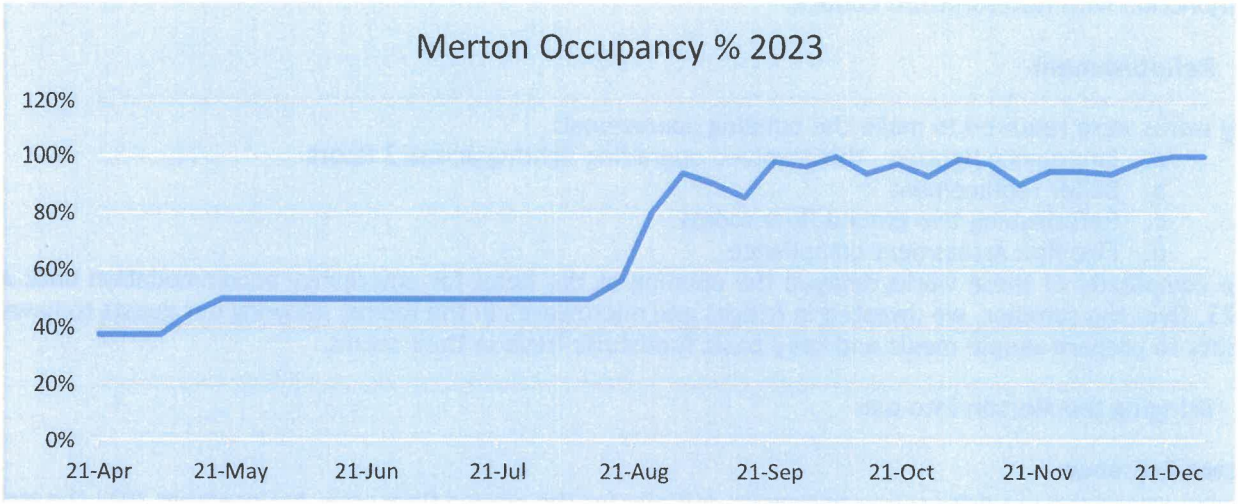
Emergency Accommodation

In early April 2023, when the refurbishment works were completed, the Merton was made available to Herefordshire Council for those in need of emergency accommodation. The Merton's first residents were a family with 10 children. When their home had been declared unsafe, we were able to provide them with 6 rooms all in one area of the hotel. This family remained in the hotel until December 2023.

Since June 2023, the Merton has provided Safe Emergency Accommodation for families and vulnerable young people facing, or on the edge of, homelessness. We ensure the safety of our residents by working closely with the Police to ensure no one who represents a risk to children or vulnerable young people is accommodated in the hotel, through 24/7 warden cover and following the Charity's safeguarding and safeworking policies and procedures.

[7] See Night Shelter Transformation Insights and recommendations

While Herefordshire Council was very grateful for the help we were able to provide at short notice to help the initial family which the Council could not accommodate, they were reluctant to respect our rigorous approach to safeguarding, which restricted the use of the hotel. This adversely affected our occupancy as our board refused to compromise children's safety. In mid-August our standards were accepted and our occupancy rose to expected levels of 95%.



Guests

Merton Hotel Guest Profile									
	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Single Mums	1	2	2	2	5	5	4	3	1
Single Women		1	1	1	5	6	7	9	9
Single Males									1
Children	10	11	11	11	14	14	13	12	1

The Council has confirmed that the need for this type of emergency resource is currently huge, with 142 individuals and families in December 2023 being housed by the council in temporary accommodation. Our present offering of 16 safe, secure, warm rooms in the city centre for vulnerable young people and families facing homelessness is a significant benefit to those in need.

Future Plans

The board has an ambition of ultimately creating 50 front doors, through projects in the future, which will require investment in the order of £10m. At present we have the first two projects underway: the flats at Vicarage Road and the Merton conversion.

We are actively engaging with Eastside People, who specialise in supporting the charity sector in delivering Social Investments. We have requested their assistance to enable us to develop our property portfolio and to help us obtain the funding for the next stage of the Company's growth.

Vicarage Road Flats: The charity obtained planning permission in late 2023 for the conversion of the Victorian part of the charity's head office building in Vicarage Road, Hereford, into 5 flats. It is envisaged that Vennture Enterprises Ltd will manage this building project to bring to completion in 2024.

Merton Conversion: We are in process of producing detailed plans for the conversion of the building into 13 well-purposed, individual accommodation units, and the application for planning permission. Plans will need to be drawn up of the best configuration of the building to make optimum use of the space within the

constraints of it being an old building within a conservation area. We want to achieve planning permission in 2024 so we have options to develop in 2025.

Longer term projects: Our goal remains to deliver 50 units of safe, secure, well-purposed accommodation for young families and care leavers transitioning out of homelessness into independent, self-determining living.

The board has made a policy decision to pursue new-build opportunities on green or brownfield sites in future, ideally with existing planning consent, rather than conversions of existing buildings. This is because of the ongoing tightening of regulatory obligations governing the development of older buildings.

To this end, we will pull together local leaders in the development of modular builds with leaders with well-evidenced and researched track records in delivering outcomes for people transitioning out of homelessness.

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on .....25/4/24..... and signed on its behalf by:

.....
Rev S Tarlton - Trustee

Statement of Trustees' Responsibilities for the Year Ended 31 December 2023

The trustees (who are also the directors of Herefordshire Vennture for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by order of the board of trustees on 25/4/24 and signed on its behalf by:

.....
Rev S Tarlton - Trustee

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

Opinion
We have audited the group and parent charitable company financial statements of Herefordshire Vennture (the 'group' and 'parent charitable company') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the group and parent's financial statements:
- give a true and fair view of the state of the group and parent charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.
Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast doubt on the charitable company and group'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.

We would like to draw your attention to the fact that during the year ended 31 December 2023 the Trading Company (Vennture Enterprises Ltd), whose results are consolidated into these financial statements, had an overdrawn balance sheet position of £106,252 (2022: £65,880 overdrawn), so is reliant on the parent charitable company to support it for the foreseeable future. Refer to note 1 accounting policies - going concern, which explains how the Company is addressing the overdrawn position. If these actions were to prove to be unsuccessful, this may indicate that a material uncertainty exists and may cast doubt on the Company's ability to continue as a going concern.

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

Our opinion on the group and parent's financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the group and parent charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the group and parent's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the sector in which it operates.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:
- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- Assessing the design effectiveness of the controls in place to prevent and detect fraud;
- Assessing the risk of management override including identifying and testing journal entries;
- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

Use of our report
This report is made solely to the group and parent charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the group and parent charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the group and parent charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery Accountancy Ltd

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 26/4/24

Consolidated Statement of Financial Activities for the Year Ended 31 December 2023

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	66,038	-	6,863	72,901	562,700
Charitable activities	5					
Helping families, young people and individuals		62,000	5,000	540,143	607,143	1,271,750
Other trading activities	3	55,486	119,688	-	175,174	4,660
Investment income	4	787	-	275	1,062	47
Other income		1,479	-	-	1,479	1,760
Total		185,790	124,688	547,281	857,759	1,840,917
EXPENDITURE ON						
Raising funds		-	58,285	-	58,285	14,207
Charitable activities	6					
Helping families, young people and individuals		378,626	68,713	665,220	1,112,559	1,135,871
NET INCOME/(EXPENDITURE)		(192,836)	(2,310)	(117,939)	(313,085)	690,839
Transfers between funds	19	159,039	(37,002)	(122,037)	-	-
Net movement in funds		(33,797)	(39,312)	(239,976)	(313,085)	690,839
RECONCILIATION OF FUNDS						
Total funds brought forward		155,542	899,874	1,135,261	2,190,677	1,499,838
TOTAL FUNDS CARRIED FORWARD		121,745	860,562	895,285	1,877,592	2,190,677

The notes form part of these financial statements

Herefordshire Vennture - Co No: 08803798

Consolidated Balance Sheet
31 December 2023

	Notes	31.12.23 £	31.12.22 £
FIXED ASSETS			
Tangible assets	12	841,734	1,538,444
Investments	13	705,530	-
		1,547,264	1,538,444
CURRENT ASSETS			
Debtors	14	192,910	360,549
Cash at bank and in hand		535,782	394,785
		728,692	755,334
CREDITORS			
Amounts falling due within one year	15	(373,364)	(78,101)
NET CURRENT ASSETS		355,328	677,233
TOTAL ASSETS LESS CURRENT LIABILITIES		1,902,592	2,215,677
CREDITORS			
Amounts falling due after more than one year	16	(25,000)	(25,000)
NET ASSETS		1,877,592	2,190,677
FUNDS	20		
Unrestricted funds		982,307	1,055,416
Restricted funds		895,285	1,135,261
TOTAL FUNDS		1,877,592	2,190,677

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

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

The trustees acknowledge their responsibilities for

(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.

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on ..... 25/11/24 ..... and were signed on its behalf by:

.....
Rev S Tarlton - Trustee

The notes form part of these financial statements

Herefordshire Vennture- Co No: 08803798

Balance Sheet
31 December 2023

	Notes	31.12.23 £	31.12.22 £
FIXED ASSETS			
Tangible assets	12	841,734	859,460
Investments	13	1	1
		841,735	859,461
CURRENT ASSETS			
Debtors	14	993,716	1,092,403
Cash at bank and in hand		514,474	385,067
		1,508,190	1,477,470
CREDITORS			
Amounts falling due within one year	15	(341,080)	(55,373)
NET CURRENT ASSETS		1,167,110	1,422,097
TOTAL ASSETS LESS CURRENT LIABILITIES		2,008,845	2,281,558
CREDITORS			
Amounts falling due after more than one year	16	(25,000)	(25,000)
NET ASSETS		1,983,845	2,256,558
FUNDS	20		
Unrestricted funds		1,088,560	1,121,297
Restricted funds		895,285	1,135,261
TOTAL FUNDS		1,983,845	2,256,558

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

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(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.

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.....
Rev S Tarlton - Trustee

The notes form part of these financial statements

Herefordshire Vennture

Cash Flow Statement
for the Year Ended 31 December 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	(91,375)	539,031
Interest paid		(17,276)	-
Net cash used in operating activities		(108,651)	539,031
Cash flows from investing activities			
Purchase of tangible fixed assets		(14,414)	(830,802)
Purchase of investment property		(22,111)	-
Reclassification of assets		(4,435)	-
Interest received		1,062	47
Net cash provided by/(used in) investing activities		(39,898)	(830,755)
Cash flows from financing activities			
New loans in year		294,034	-
Loan repayments in year		(4,488)	-
Net cash provided by financing activities		289,546	-
Change in cash and cash equivalents in the reporting period		140,997	(291,724)
Cash and cash equivalents at the beginning of the reporting period		394,785	686,509
Cash and cash equivalents at the end of the reporting period		535,782	394,785

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 December 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.23 £	31.12.22 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(313,085)	690,839
Adjustments for:		
Depreciation charges	32,141	34,902
Interest received	(1,062)	(47)
Interest paid	17,276	-
Decrease/(increase) in debtors	167,639	(159,144)
Decrease in creditors	5,716	(27,518)
Net cash used in operations	(91,375)	539,032

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank and in hand	394,785	140,997	535,782
	394,785	140,997	535,782
Debt			
Debts falling due within 1 year	-	(289,547)	(289,547)
Debts falling due after 1 year	(25,000)	-	(25,000)
	(25,000)	(289,547)	(314,547)
Total	369,785	(148,550)	221,235

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Going Concern
The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements. The charitable company has the continued support of its bankers and funders and have concluded that the company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The board will continue to monitor and review the activities and provide strong and clear governance.

At this time and for the foreseeable future, the Directors of Vennture Enterprises Ltd (the Trading Company) believe that the company is a going concern and that the negative balance sheet position was due to the cost of purchasing and investment in the Merton Hotel when starting up the company. The Directors are reliant on the continued support of Herefordshire Vennture (Parent Company) and have considered its future budgets and forecasts within the going concern assessment. Vennture Enterprises Ltd are promoting its services to increase income and ensure careful management of costs to reduce or eliminate future losses. Early indications for the first few months of 2024 have indicated that the Company has made a surplus. The accounts have been prepared on the going concern basis, on the understanding that the business has developed well during the past financial year, and that the only shareholder and primary mortgage holder upon the Company's assets, Herefordshire Vennture, will continue to support the Company in pursuit of its own charitable objectives.

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

Income from donations is included as income when these are receivable, except as follows:

i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from government and other grants, is recognised when charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

continued...

1. ACCOUNTING POLICIES - continued

Charitable activities
Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Charitable activities
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit and accounts preparation fees and costs linked to the strategic management of the charity.

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

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line
Freehold Property	2% per annum straight line
Building Improvements	5% per annum straight line
Motor Vehicles	20% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due after any discounts offered.
Prepayments are valued at the amounts prepaid net of any discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Fixed asset & current investments
Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

continued...

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
Donations	57,737	6,106	63,843	528,678
Gift aid	8,301	757	9,058	34,022
	66,038	6,863	72,901	562,700

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £ £
Room hire	4,615	-	4,615	4,660
Intercompany recharges	-	-	-	-
Vennture Enterprises Ltd	170,559	-	170,559	-
	175,174	-	175,175	4,660

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.12.23 Total funds £	31.12.22 Total funds £
Deposit account interest	787	275	1,062	47
Intercompany loan interest	-	-	-	-
	787	275	1,062	47

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.23 Helping families, young people and individuals £	31.12.22 Total activities £
Grants	602,943	1,268,600
Training services provided	4,200	3,150
	607,143	1,271,750

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

	31.12.23 £	31.12.22 £
The Eveson Charitable Trust	-	74,999
Building Better Opportunities	30,834	108,004
Herefordshire Council	146,217	469,908
Hereford Cathedral	94,000	30,000
TNL Community Fund	-	166,615
Carried forward	271,051	849,526

continued...

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	31.12.23	31.12.22
	£	£
Brought forward	271,051	849,526
Herefordshire Community Foundation	1,000	4,000
West Mercia Police and Crime Commissioner Exchequer Services	3,000	116,051
Landau Ltd	2,781	49,337
Hereford Round Table	-	1,038
Lloyds Bank Foundation	25,000	27,250
Gannett Trust	-	2,348
Almshouse Charity	-	165,000
Gorsley Baptist Church	1,350	500
NIHR	-	2,300
The Jerusalem Trust	-	1,250
Benefact Trust	-	30,000
Herefordshire Community Safety Partnership	-	20,000
Secretary of State for Work and Pensions	124,983	-
The National Lottery Community Fund	63,484	-
Baring Foundation	37,000	-
Hereford City Council	3,000	-
West Mercia Community Safety Partnerships	20,294	-
Ludlow Trust Company Ltd	5,000	-
Community Chaplaincy Association	10,000	-
Mental Health Rough Sleeper Project	35,000	-
	602,943	1,268,600

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Helping families, young people and individuals	896,306	216,253	1,112,559

7. SUPPORT COSTS

	Finance	Information technology	Other	Governance costs	Totals
	£	£	£	£	£
Helping families, young people and individuals	32,789	38,524	132,526	12,414	216,253

8. NET INCOME/(EXPENDITURE)

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

	31.12.23	31.12.22
	£	£
Auditors' remuneration	16,314	11,970
Depreciation - owned assets	32,140	34,902
Operating lease payments	9,874	17,026

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

continued...

10. STAFF COSTS

	31.12.23	31.12.22
	£	£
Wages and salaries	757,338	740,069
Social security costs	55,855	56,712
Other pension costs	13,749	13,954
	826,942	810,735

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

	31.12.23	31.12.22
Management	8	7
Other staff	23	33
	31	40
Vennture Enterprises Ltd	7	-
	38	40

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.23	31.12.22
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
	1	1

The full time equivalent number of staff was 23.95 (2022: 27.6).
Total key management personnel benefits amounted to £338,588 (2022: £284,787).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
INCOME AND ENDOWMENTS FROM				
Donations and legacies	42,284	494,549	25,867	562,700
Charitable activities				
Helping families, young people and individuals	33,144	167,347	1,071,259	1,271,750
Other trading activities	40	-	4,620	4,660
Investment income	-	30	17	47
Other income	1,659	-	101	1,760
Total	77,127	661,926	1,101,864	1,840,917
EXPENDITURE ON				
Raising funds	-	14,207	-	14,207
Charitable activities				
Helping families, young people and individuals	303,466	14,418	817,987	1,135,871
NET INCOME/(EXPENDITURE)	(226,339)	633,301	283,877	690,839
Transfers between funds	160,920	(18,655)	(142,265)	-
Net movement in funds	(65,419)	614,646	141,612	690,839
RECONCILIATION OF FUNDS				
Total funds brought forward	220,961	285,228	993,649	1,499,838
TOTAL FUNDS CARRIED FORWARD	155,542	899,874	1,135,261	2,190,677

continued...

12. TANGIBLE FIXED ASSETS

GROUP

	Freehold property £	Assets Under Construction £	Improvements to property £
COST			
At 1 January 2023	1,277,984	62,748	135,681
Additions	-	3,186	-
Transfer/reclassification	(622,434)	-	-
At 31 December 2023	655,550	65,934	135,681
DEPRECIATION			
At 1 January 2023	22,950	-	9,930
Charge for year	13,111	-	6,783
Transfer/reclassification	(2,976)		-
At 31 December 2023	33,085	-	16,713
NET BOOK VALUE			
At 31 December 2023	622,465	65,934	118,968
At 31 December 2022	1,255,034	62,748	125,751

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2023	87,562	2,499	62,924	1,629,398
Additions	3,363	-	7,865	14,414
Transfer/reclassification	(60,984)	-	-	(683,418)
At 31 December 2023	29,941	2,499	70,789	960,394
DEPRECIATION				
At 1 January 2023	5,554	958	51,562	90,954
Charge for year	3,472	500	8,274	32,140
Transfer/reclassification	(1,458)	-	-	(4,434)
At 31 December 2023	7,568	1,458	59,836	118,660
NET BOOK VALUE				
At 31 December 2023	22,373	1,041	10,953	841,734
At 31 December 2022	82,008	1,541	11,362	1,538,444

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

continued...

12. TANGIBLE FIXED ASSETS - continued

CHARITY

	Freehold property £	Assets Under Construction £	Improvements to property £
COST			
At 1 January 2023	655,550	62,748	135,681
Additions	-	3,186	-
At 31 December 2023	655,550	65,934	135,681
DEPRECIATION			
At 1 January 2023	19,974	-	9,930
Charge for year	13,111	-	6,783
At 31 December 2023	33,085	-	16,713
NET BOOK VALUE			
At 31 December 2023	622,465	65,934	118,968
At 31 December 2022	635,576	62,748	125,751

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2023	26,578	2,499	62,924	945,980
Additions	3,363	-	7,865	14,414
At 31 December 2023	29,941	2,499	70,789	960,394
DEPRECIATION				
At 1 January 2023	4,096	958	51,562	86,520
Charge for year	3,472	500	8,274	32,140
At 31 December 2023	7,568	1,458	59,836	118,660
NET BOOK VALUE				
At 31 December 2023	22,373	1,041	10,953	841,734
At 31 December 2022	22,482	1,541	11,362	859,460

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

continued...

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 January 2023 and 31 December 2023	1
NET BOOK VALUE	
At 31 December 2023	1
At 31 December 2022	1

There were no investment assets outside the UK.

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

Vennture Enterprises Ltd
Registered office: United Kingdom
Nature of business: Provision of accommodation

Class of share:	% holding
Ordinary	100

	31.12.23 £	31.12.22 £
Aggregate capital and reserves	(106,252)	(65,880)
Loss for the year	(40,372)	(65,881)

The charity's shareholding in the wholly owned subsidiary, Vennture Enterprises Limited (company number 13794131) is included in the balance sheet at the cost of the share capital owned.

The company covenants its taxable profits to Hereford Vennture. A summary of trading results is shown below.

	31.12.2023 £	31.12.2022 £
Turnover	186,375	13,083
Cost of sales	(91,361)	(49,059)
Gross profit/(loss)	**95,014**	**(35,976)**
Administrative expenses	(84,580)	(29,935)
Operating profit/(loss)	**10,434**	**(65,911)**
Interest receivable and similar expenses	65	30
Interest payable and similar expenses	(50,871)	-
Profit/(loss) for the year	**(40,372)**	**(65,881)**
Profits covenanted to parent charity	-	-

continued...

13. FIXED ASSET INVESTMENTS - INVESTMENTS PROPERT

	Group 31.12.23 £
FAIR VALUE	
Additions	22,111
Reclassification/transfer	683,419
	705,530
NET BOOK VALUE	
At 31 December 2023	705,530

14. DEBTORS

	Group		Charity	
	31.12.23 £	31.12.22 £	31.12.23 £	31.12.22 £
Amounts falling due within one year:				
Trade debtors	155,133	224,250	124,821	224,249
Amounts owed by group undertakings	-	-	20,343	71,152
Other debtors	18,743	129,397	14,418	-
Prepayments	19,034	6,902	19,034	6,902
	192,910	360,549	178,616	302,303
Amounts falling due after more than one year:				
Amounts owed by group undertakings	-	-	815,100	790,100
Aggregate amounts	192,910	360,549	993,716	1,092,403

Of the £835,443 (2022: £861,252) due to Herefordshire Vennture, £815,100 (2022: £790,100) consists of a loan which has been paid to Vennture enterprises in respect of the purchase of the Merton Hotel.

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	31.12.23 £	31.12.22 £	31.12.23 £	31.12.22 £
Other loans (see note 17)	289,547	-	289,547	-
Trade creditors	24,862	44,336	22,180	25,146
Social security and other taxes	28,418	16,179	14,263	16,179
Other creditors	15,447	3,538	-	-
Accruals and deferred income	15,090	14,048	15,090	14,048
	373,364	78,101	341,080	55,373

continued...

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	Group		Charity	
	31.12.23	31.12.22	31.12.23	31.12.22
	£	£	£	£
Other loans (see note 17)	25,000	25,000	25,000	25,000

The zero interest loan of £25,000 has had no repayments made in the year. Balance remains at £25,000.

17. LOANS

An analysis of the maturity of loans is given below:

	Group		Charity	
	31.12.23	31.12.22	31.12.23	31.12.22
	£	£	£	£
Amounts falling due within one year on demand:				
Other loans	289,547	-	289,547	-
Amounts falling due between two and five years:				
Other loans	25,000	25,000	25,000	25,000

18. LEASING AGREEMENTS

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

	31.12.23	31.12.22
	£	£
Within one year	9,874	9,874
Between one and five years	32,783	42,657
	42,657	52,531

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Designated funds	Restricted funds	31.12.23 Total funds	31.12.22 Total funds
	£	£	£	£	£
Fixed assets	32,514	75,207	734,013	841,734	1,538,444
Investments	-	705,530	-	705,530	-
Current assets	455,310	112,109	161,273	728,692	755,334
Current liabilities	(341,079)	(32,284)	(1)	(373,364)	(78,101)
Long term liabilities	(25,000)	-	-	(25,000)	(25,000)
	121,745	860,562	895,285	1,877,592	2,190,677

20. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	Transfers between funds	At 31.12.23
	£	£	£	£
Unrestricted funds				
General fund	155,542	(183,540)	210,765	182,767
Designated Raising Future Investment	235	-	-	235
Designated Vennture Homes	899,639	(2,310)	(37,002)	860,327
26 Vicarage Road	-	(9,296)	(51,726)	(61,022)
	1,055,416	(195,146)	122,037	982,307

continued...

20. MOVEMENT IN FUNDS - continued

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Restricted funds				
Street Pastors	(8,591)	1,032	-	(7,559)
Lean on Me	(3,611)	6,369	(1,805)	953
Family Pastors	48,269	(5,312)	(23,145)	19,812
Hereford Ambassadors	42,370	4,263	(14,492)	32,141
Ledbury Ambassadors	1,285	-	(1,285)	-
Building Better Opportunities	3,739	5,418	(9,157)	-
Youth	5,916	-	(5,916)	-
PREVENTION4FAMILIES	93,200	(79,257)	(14,023)	(80)
Housed Homeless	648	-	-	648
Discretionary Grant Fund	609	(417)	-	192
26 Vicarage Road	699,829	(19,395)	51,726	732,160
Landau Community Prevention	-	313	(313)	-
Police Community Safer Streets	45,666	(35,603)	(12,065)	(2,002)
Response Pastors	30,000	62,166	19,249	111,415
Winter Provision	163,150	(68,172)	(94,750)	228
Hereford vulnerability prevention	10,897	(8,597)	(2,300)	-
NIHR	1,885	(312)	(1,574)	(1)
Parental Conflict Challenge fund	-	18,565	(13,472)	5,093
Ross Ambassadors	-	1,000	1,285	2,285
	1,135,261	(117,939)	(122,037)	895,285
TOTAL FUNDS	2,190,677	(313,085)	-	1,877,592

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	184,134	(367,674)	(183,540)
Designated Vennture Homes	124,688	(126,998)	(2,310)
26 Vicarage Road	1,656	(10,952)	(9,296)
	310,478	(505,624)	(195,146)
Restricted funds			
Street Pastors	2,446	(1,414)	1,032
Lean on Me	27,149	(20,780)	6,369
Family Pastors	121,158	(126,470)	(5,312)
Hereford Ambassadors	30,099	(25,836)	4,263
Building Better Opportunities	30,835	(25,417)	5,418
PREVENTION4FAMILIES	17	(79,274)	(79,257)
Discretionary Grant Fund	-	(417)	(417)
26 Vicarage Road	-	(19,395)	(19,395)
Landau Community Prevention	2,781	(2,468)	313
Police Community Safer Streets	3,000	(38,603)	(35,603)
Response Pastors	200,915	(138,749)	62,166
Winter Provision	2,901	(71,073)	(68,172)
Hereford vulnerability prevention	-	(8,597)	(8,597)
NIHR	(1)	(311)	(312)
Parental Conflict Challenge fund	124,981	(106,416)	18,565
Ross Ambassadors	1,000	-	1,000
	547,281	(665,220)	(117,939)
TOTAL FUNDS	857,759	(1,170,844)	(313,085)

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	220,961	(226,339)	160,920	155,542
Designated Raising Future Investment	235	-	-	235
Designated Vennture Homes	284,993	633,301	(18,655)	899,639
	506,189	406,962	142,265	1,055,416
Restricted funds				
Street Pastors	(886)	(7,705)	-	(8,591)
Lean on Me	3,341	(6,952)	-	(3,611)
Family Pastors	25,773	37,445	(14,949)	48,269
Hereford Ambassadors	24,608	24,131	(6,369)	42,370
Ledbury Ambassadors	285	1,000	-	1,285
Building Better Opportunities	(4,273)	24,350	(16,338)	3,739
Youth	5,916	-	-	5,916
PREVENTION4FAMILIES	105,986	871	(13,657)	93,200
Housed Homeless	25,571	(13,313)	(11,610)	648
Discretionary Grant Fund	4,007	(3,398)	-	609
26 Vicarage Road	742,344	(42,515)	-	699,829
Landau Community Prevention	6,582	3,246	(9,828)	-
Police Community Safer Streets	54,395	3,942	(12,671)	45,666
Community Renewal (HVOSS)	-	43,784	(43,784)	-
Fresh Start	-	(1,443)	1,443	-
Response Pastors	-	30,000	-	30,000
Winter Provision	-	168,352	(5,202)	163,150
Hereford vulnerability prevention	-	19,897	(9,000)	10,897
NIHR	-	2,185	(300)	1,885
	993,649	283,877	(142,265)	1,135,261
TOTAL FUNDS	1,499,838	690,839	-	2,190,677

continued...

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	77,127	(303,466)	(226,339)
Designated Vennture Homes	661,926	(28,625)	633,301
	739,053	(332,091)	342,234
Restricted funds			
Street Pastors	2,718	(10,423)	(7,705)
Lean on Me	2,927	(9,879)	(6,952)
Family Pastors	153,925	(116,480)	37,445
Hereford Ambassadors	31,067	(6,936)	24,131
Ledbury Ambassadors	1,000	-	1,000
Building Better Opportunities	108,035	(83,685)	24,350
Youth	947	(947)	-
PREVENTION4FAMILIES	145,482	(144,611)	871
Housed Homeless	1,352	(14,665)	(13,313)
Discretionary Grant Fund	3,337	(6,735)	(3,398)
26 Vicarage Road	3,870	(46,385)	(42,515)
Landau Community Prevention	49,338	(46,092)	3,246
Police Community Safer Streets	116,050	(112,108)	3,942
Community Renewal (HVOSS)	226,274	(182,490)	43,784
Fresh Start	100	(1,543)	(1,443)
Response Pastors	30,000	-	30,000
Winter Provision	202,142	(33,790)	168,352
Hereford vulnerability prevention	21,000	(1,103)	19,897
NIHR	2,300	(115)	2,185
	1,101,864	(817,987)	283,877
TOTAL FUNDS	1,840,917	(1,150,078)	690,839

Summary
Closing fund balances can be summarised as the following between revenue and fixed asset funds:

	31.12.2023
Unrestricted Funds	
Revenue funds	88,515
Fixed Asset funds	33,230
Total unrestricted funds	**121,745**
Designated Funds	
Revenue funds	76,508
Vennture Enterprises Ltd	(106,253)
Loan to Vennture Enterprises	815,100
Fixed Asset funds	75,207
Total designated funds	**860,562**
Restricted Funds	
Revenue funds	161,988
Fixed Asset funds	733,297
Total restricted funds	**895,285**
Total funds	**1,877,592**

continued...

20. MOVEMENT IN FUNDS - continued

Designated Funds

Raising Future Investment
This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

Vennture Homes
The Vennture Homes fund hold the funds which were used to fund the purchase of the Merton Hotel in Vennture Enterprises Ltd. Hereford Vennture loan Vennture Enterprises Ltd £815,100 from this fund to fund the purchase of the hotel.

Restricted Funds

Street Pastors
Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors
Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson who provided a grant towards this project.

Lean on Me
Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Grants were received in the year specifically to develop this activity.

Vennture Ambassadors (Hereford)
This project, sponsored by Hereford Cathedral, is to improve Hereford City environment in the Day time economy.

Building Better Opportunities
This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

Covid 19 Response
Covid 19 Response was a range of activities initiated in direct response to the Covid-19 crisis - especially to those groups whose vulnerabilities were amplified by Lockdown and who were supported through the BRAVE programme to Build Resilience Against Endemic Vulnerabilities.

Prevention4Families
Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention - allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless
The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

Vennture Homes Fund
Vennture homes fund is a large donation from 2 donors who wish to remain anonymous. The funds are to be used for investments for charitable purposes.

continued...

20. MOVEMENT IN FUNDS - continued

Landau
Landau funds are received as part of community grants. In respect of homeless prevention and pre-employment support.

West Mercia Police & Crime Commissioner Services
Funds received are for the improvement of the safety of public places for all. Home, Office and safer streets.

Community Renewal (HVOSS)
Funding received from Hereford council via HVOSS part of the Community Renewal fund to provide mentoring to individuals in the county.

Fresh Start
Mentoring for individuals in the county.

Response Pastors
Part of Fresh start providing mentoring for individuals in the county.

Winter Provision
Funding received from Hereford Council, Hereford City council, CSP, DULHC plus others to provide Winter provision (accommodation and mentoring) for the homeless November 2022-March 2023.

Hereford Vulnerability Prevention
Funding received from the National Lottery with the aim to develop a county wide web of care for £3000 vulnerable people in Herefordshire. Will increase understanding of vulnerability amongst the local community and look to establish new community based early action and prevention initiatives.

NIHR
National Institute for Health and Care research. Funding given for the Research ready communities programme. To promote the community champion opportunity, host workshops and carry out community action plan.

Transfers between funds

Transfers between funds
Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

An additional transfer of (£51,726) has been made from restricted to unrestricted funds to correct the opening position of the 26 Vicarage Road fund.

21. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £20,900 (2022: £4,680). In year donations were made by R Thomas, director of Vennture Enterprises Ltd.

HEREFORDSHIRE VENNTURE

England & Wales - Charity number 1156851

Accounts

REGISTERED COMPANY NUMBER: 08803798 (England and Wales)
REGISTERED CHARITY NUMBER: 1156851

Report of the Trustees and

Consolidated Financial Statements

for the Year Ended 31 December 2022

for

Herefordshire Vennture

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Herefordshire Vennture

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for the Year Ended 31 December 2022

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Chair's report

2022 was another remarkable year for Vennture. We thank God for His goodness as we navigate the transition into being a big charity - as defined by the Charity Commission. Most important to us all is the difference we make to families, individuals and young people across Herefordshire. One cannot help but be moved by the individual stories and feedback of those we have helped.

Vennture's relational approach has brought mentoring support to 171 struggling families, 319 individuals with tangled needs - many on the edge of eviction, and supported 71 people coming out of homelessness. Meanwhile, our Street Presence teams attended 351 incidents and provided valuable insights from conducting a survey of over 400 women to help the local Police secure a further £153,755 to make Hereford's streets even safer.

Our pioneering transformation of Winter Provision for those facing homelessness was not without its challenges, both internal and external. Regardless, it brought incredible benefit to the most vulnerable, who historically were reticent to engage with help. They expressed appreciation for the different approach that brought them dignity in a safe, warm space from which to make a fresh start.

In 2022, we invested £25,625 in progressing our Fresh Start Homes. We were disappointed that our initial planning application for 5 Fresh Start family flats and a supporting nursery was refused. Following detailed legal advice from Anthony Collins Solicitors, clarifying issues raised by planners about the scheme's Social and Community Value, we are in process of resubmitting the application.

By the end of the year, our Street Presence teams were working out of the Merton Hotel where we based our Lean on Me and Homeless Hub teams. We are on track to make the Merton's 16 rooms available to those coming out of homelessness and wanting to make a Fresh Start in 2023.

We secured ownership via our subsidiary company Vennture Enterprises Ltd of the Merton Hotel in September, using £790,000 of gifts from philanthropists and Hereford Cathedral Alms House Charity designated for this purpose. Vennture loaned funds to Vennture Enterprises Ltd to complete the transaction following professional advice from Thorne Widgery Accountants and Anthony Collins Solicitors on how to purchase the property in the best interests of the charity.

These transactions led to us ending 2022 with a balance sheet of £2,190,677 but with unrestricted cash reserves of only £33,172 having £360,549. We are a going concern based on an agreed £350,000 CAF mortgage to draw down in the New Year. As Trustees, we agreed this mortgage, recognising the growth in our debtors caused by our ever-increasing public sector delivery revenues being paid quarterly in arrears.

As our accounts show, in 2022 we had record delivery revenues of £300,344 reflecting the increased number of families and individuals we supported. Our delivery contracts with Herefordshire Council have continued to result in an overall loss to Vennture due to underfunding of the full cost of delivery. In 2022 the shortfall has amounted to £90,000. This is neither a sustainable nor equitable basis for true partnership working and the board has been insistent that renegotiation of future contracts is conducted on the basis of full cost recovery.

We are grateful for ongoing financial support from The Eveson Trust, Hereford Cathedral Almshouse Charity, The National Lottery Community Fund and so many local donors. The steady flow of small donations of £5 or £10 - often given sacrificially - is an incredible encouragement. Supporters, volunteers, and donors are attracted by our relational approach's impact and our ability to deliver system change to benefit the most vulnerable.

Sadly, our size now excludes us from applying to many of the smaller trusts and grant making bodies. At Christmas, one of the ways we sought to fill this gap was by raising our profile locally, leading to just over £8,500 of additional donations. We were especially grateful to Mike Green and his family for their Christmas 'Walk for Charlie' - raising funds in remembrance of their son who sadly passed away on Christmas Day 2021.

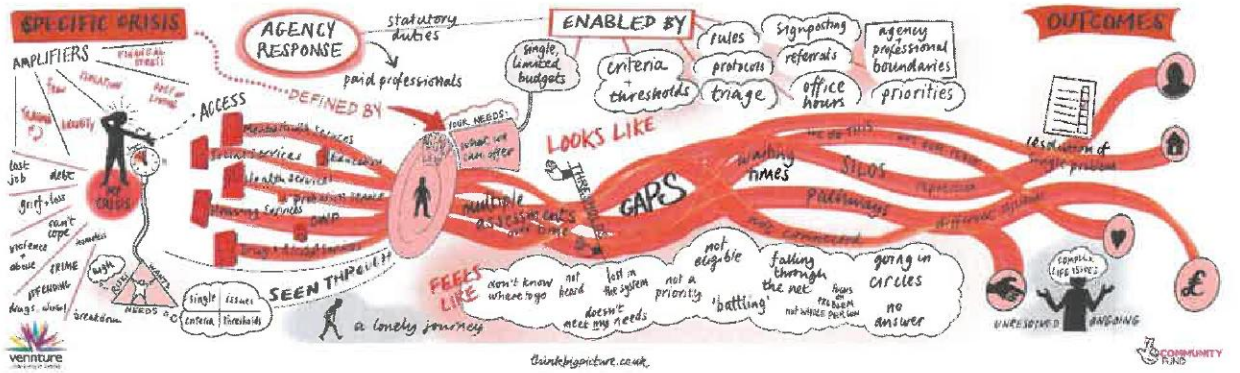
In the light of our funding challenges, we were delighted to secure the support of the Lloyds Bank Foundation over the next two years. In addition to a £50,000 contribution to our unrestricted funds, they are also providing professional support to help us address our growing pains - including helping us reshape our Trustee Board, rethink our communications strategy and build our leadership capabilities.

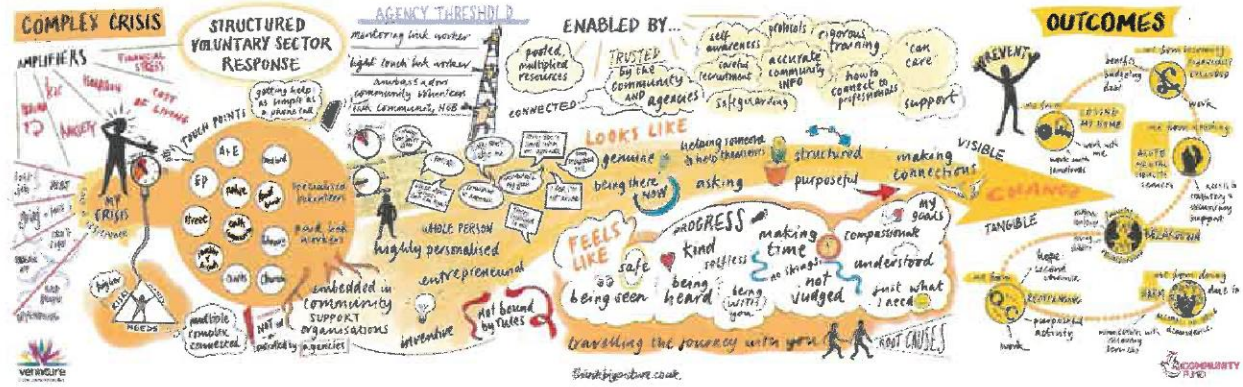
All our growth in 2022 has been delivered amidst significant national turmoil and huge local challenges:

- The report of the Thematic Review into Premature Deaths carried out by Professor Michael Preston-Shoot and Mike Ward dated March 2022 was published by Herefordshire Safeguarding Adults Board in April 2022. The report highlighted the need for more holistic approaches to be taken with individuals facing or coming out of homelessness resonating with our pioneering Fresh Start programme.

- In May, Herefordshire Council's Children's Services featured on BBC Panorama. The subsequent Ofsted report stated, *'Children are not protected from harm in Herefordshire,'* resulting in the Secretary of State appointing a Commissioner to oversee the service.

Throughout 2022 we have put forward ways to address the shortcomings and, moving forward, our team is in a strong position to step up. We were funded by The National Lottery Community Fund to develop an approach to Prevention in our rural context. Supported by the Bishop of Hereford and the West Mercia Police and Crime Commissioner, we facilitated a series of cross-sector workshops to develop a picture of how Prevention might be better delivered locally across Herefordshire.







As we move forward in 2023, we are in a strong position to respond to opportunities as the emerging model is now playing a role in shaping new approaches in Herefordshire's Children's and Adults' Services, and other agencies including Health and Police services. As ever, our team's appetite to help the most vulnerable is undiminished. In the coming year we are committed to further grow the scale and scope of our impact.

Regardless, our 10 financial priorities remain unchanged:

1. Robust monthly cashflow forecasting, monitoring and management - including modelling scenarios as we increase the amount of balance sheet transactions.
2. Ensure funded charitable activities recover overheads fully and also make an appropriate additional management charge wherever funders allow.
3. Increase the giving base from local individuals.
4. Nurture donations from high-net-worth individuals.
5. Create local business sponsorships.
6. Secure relationships with Trusts willing to make regular grants to core costs.
7. Acquire assets that generate income towards our unrestricted reserves.
8. Explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions under Vennture Enterprises to generate unrestricted income.
10. Sell our leadership's time.

Finally, as a new Chair, I must recognise the incredible perseverance of our employed team, volunteers and Trustees - past and present. It is an incredible privilege to chair an organisation that is so determined to stay true to its Mission to bring practical meaning to the Power of Jesus' Love.

In the autumn, the Cathedral Dean dedicated our new office building at a Service of Thanksgiving. In her address, the Dean emphasised to us the importance of staying true to our founding principles and not losing the inspiration of a Christ-centred approach bringing love, forgiveness, and hope to those we serve. Her exhortation was timely as we look forward to a further period of growth. I am determined that we honour our founders and those who have given so much to re-establish the Vennture family over the last decade.

The Rev'd Simon Tarlton - Chair of Trustees

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venn Lagacy Centre
26 Vicarage Road
Hereford
HR1 2QN

Trustees
Rev Lady J Lisvane
P J Nugent (resigned 24.2.22)
S R Pratley (resigned 19.10.22)
A Morgan (resigned 18.2.23)
A Butterfill
N Jones-Clark (resigned 23.5.22)
S J D Tarlton (appointed 19.10.22)
D Hider
S M Sully

Auditors
Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors
Coulson Read Lewis
St Peter's Chambers
14a St Peter's Street
Hereford
HR1 2AE

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Herefordshire Vennture for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements for the charity and the group in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The trustees present their report with the financial statements of the charity and the group for the financial year ended 31 December 2022. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Structure, governance and management

The charity is registered under number 1156851 and is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

The Trustees are committed to following best practice as defined by the Charity Commission regarding the induction and training of new Trustees.

In December 2021, the Trustees formed a trading subsidiary: Vennture Enterprises Ltd, Company Number 13794131.

Organisational structure

The employed management team conduct day-to-day operations and provide progress reports to the meetings of Trustees. The Trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and the creation of new roles.
The Trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions logged. Trustees receive budget proposals in November for the following year. Trustees sign-off audited accounts for the previous year in spring prior to lodging with the Charity Commission.

Trustees are allocated according to their skill set to support each area of the charity's operation:
Chair
Finance
Safeguarding and Safe working

HR
Resources, Innovation and Development, including Buildings and Assets
Home Presence
Street Presence
Fresh Start - including individual mentoring and addressing Rough Sleeping and Sofa Surfing
Each Trustee maintains an on-going conversation with their relevant programme lead - meeting at least once each month. As part of our work with Lloyds Bank Foundation, we are undertaking a review of our present Trustees in the light of our now growing size and complexity.

Risk management

The Trustees have established a risk policy and have considered the major risks to which the charity is exposed and have continued to review those risks. A risk register is maintained and updated prior to each Trustee meeting.
The Trust seeks to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.
Safeguarding and Safe working risks are managed through two Designated Safeguarding Leads (DSLs) - one for adults, one for children. Each DSL is paired with their own Trustee with whom they maintain an on-going dialogue - meeting at least once each month. We have a robust whistleblowing policy.
A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies - including updates.

OBJECTIVES AND ACTIVITIES

In accordance with the Christian principles set out in Vennture's statement of beliefs, to serve the public benefit by:

- The prevention and/or relief of poverty by such means as determined by the Trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.
- The promotion of education by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local schools to improve educational outcomes.
- The relief of sickness and the preservation of health by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.
- The provision of, or assistance in the provision of, facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life by such means as determined by the Trustees from time to time.
- To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity.

Our mission is to 'Love people better' and our vision is about 'People helping People':

1. We want Herefordshire to be a place where family and community really mean something.
2. We want to see communities caring more, streets that are as safe as possible for all at all times.
3. We want to give local families every opportunity to grow and stick together by neighbourly help that is timely and appropriate at the time of need.
4. We want local people to take responsibility for local problems - people caring, people connecting and people helping one another.
5. We want our county to be nationally recognised as the safest and best place to be a family regardless of the shape or size or background of that family.
6. We want Christian Churches across Herefordshire to work seamlessly together regardless of their tradition or denomination to enable us to bring practical meaning to the Power of Jesus' love.
7. We want Jesus to be a natural part of any conversations.

Our focus is on making an impact by:

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

Our vision is to own new local models of welfare provision by training hundreds of ordinary people, working through social enterprise hubs rooted in our city and rural market towns. This will mean growing turnover and assets and developing nationally replicable franchise models for social impact.

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things.

Love
We recognise family is an answer no matter how messy it gets.
We encourage individuals to be and act as servant leaders in their lives, family, work and community.
We never give up on people, encouraging them to take the small steps that can lead to big changes.
We accept everyone as we find them and without condition.
We encourage people to live a life rooted in love.

Endeavour
We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives.
We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.
We take responsibility for the choices we make, encouraging others to do the same.
We use everything for learning.

Faith
We live in the light of love and recognise that love can change everything - loving God and loving others as we love ourselves.
We value each individual as special; each individual is God's handiwork with a unique mix of gifts, talents and experiences, given by Him.
We work with, serve and relate to people.
While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to The Power of Jesus' Love through practical action.

FINANCIAL REVIEW
Income for the year amounted to £1,840,918 (2021: 1,983,440), a decrease of 7% on the prior year.

Expenditure on Charitable Activities was £1,150,079 (2021: 895,239), a rise of 28%.

The balance of unrestricted funds carried forward is £1,121,291 (2021: 506,189), whilst the balance of restricted funds is £1,135,267 (2021: 993,649). Agreed mortgage funds were delayed due to administrative failings in CAF bank, which are the subject of a formal complaint to the bank.

Reserves policy
The Trustees are satisfied to end the year with line of sight to reserves in line with their stated policy where uncommitted unrestricted funds are covering between a third and a half of committed operating costs in place. For 2022 this would have required year end reserves between £383,360 and £575,040. The current level of free reserves as at the end of the financial year is £279,226, as well as £1,135,267 of restricted reserves.

Trustee Progress against 2022 Goals

2022 Vennture's core objectives

1. **Lead significant, substantive, sustainable initiatives and evidencing impact**
   a. We have further increased the size of our mentoring programme with struggling families and individuals with continued emphasis on prevention.
   b. After careful review, we have refocused our whole family approach and for the time-being put on hold our plans for a dedicated Youth Mentoring team.
   c. We are progressing our plans to deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds, including developing programmes with Hereford College of Arts and NMITE (New Model Institute for Technology & Engineering).
   d. We opened the first 2 starter homes as part of our Winter Provision and now have line of sight to creating 21 Fresh Start homes for those wanting to leave and/or avoid the destructive lifestyles of rough sleeping and sofa surfing.
   e. We opened a user-friendly multi-purpose hub in the Merton as part of Winter Provision to make it quick and easy for vulnerable people and those facing eviction to access the help they may need. The feedback of those accessing the hub is now helping us shape its future.
   f. We have established a Board and business plan to make Vennture Enterprises Ltd a significant trading arm generating unrestricted funds to support and enhance our social impact.

2. **Exercise influence and promoting systems thinking in local issues**
   a. We have grown our relationships with schools and plan to roll out a school-based Prevention Programme across 3 Academy clusters.
   b. Our Lottery funded work has enabled us to put a Prevention focused Community Paradigm at the top of the agenda of local public agencies. Working with HealthWatch, we now have line of sight to a county-wide cross-sector responsive net of care.
   c. We can see a stronger and wider community network and resource to complement the work of statutory agencies in prevention becoming a reality in 2023.
   d. We have enhanced Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams and are progressing a proposition of 'Response Pastors' to prevent the escalation of low-level emotional and mental health issues.

3. **Innovate by listening and growing local leaders**
   a. We are working with Lloyds Bank Foundation to further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.
   b. We continue to build and develop our Leadership Team.
   c. We recognise the need to establish a structured approach to developing Vennture people, delivery managers and leaders of the future.
   d. We have continued to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s.
   e. We have delivered the Fresh Start proposition in Winter Provision, reshaping thinking about addressing and preventing escalation into homelessness and destructive lifestyles.

4. **Redefining volunteering - equipping people appropriate to the task**
   We recognise that we have yet to realise these goals that we set for 2022:
   a. Utilise our enhanced support team and systems to build our support, volunteer and donor base.
   b. Deliver the Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.
   c. Grow volunteering so we have 200 volunteers trained in Mental Health First Aid.
   d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
   e. Recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

2021 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct - Helped with specific support	Indirect - Others who benefit
Home Presence	Families First	35	194	£ 9,700	178	278
	Prevent Family Mentoring					
	Youth					
Street Presence	Ambassadors	22	1,150	£ 28,750	72	1,030
	Street Pastors	32	994	£ 24,850	241	630
	Lean on Me	48	720	£ 18,000	36	72
Vennture	Projects	6	499	£ 24,950		
	Buildings - Fresh Start Homeless	3	127	£ 3,175	89	
	Work - Fresh Start Purpose	1	25	£ 1,250	70	
	Trustees	8	448	£ 22,400		
	Total across all initiatives	155	4,157	£133,075	686	2,010
	2020 Comparison	161	5,565	£168,012	1,655	10,668

2021 Commentary
The impact of Covid continued through this year making delivery intermittent. Moving in and out of lockdown made recruitment and delivery challenging.

Home Presence - Through the Lockdowns we maintained contact with those we were mentoring - often holding them to prevent them going downhill. Limited face-to -ace contact restricted our influence - especially finding it difficult to deploy volunteer mentors. However, reduced restrictions meant we were able to grow both our delivery capacity and influence.

Street Presence - Lockdowns meant our activity in the night time oscillated while our daytime presence continued to grow. We were able to resume our recruitment and training of Lean on Me Sixth Form volunteers.

2022 Impact Summary

Area	Initiative	Volunteers			Beneficiaries		Monetised
		Number	Hours	Value	Direct Helped with specific support	Indirect Others who benefit	Calculated Savings from research evidence
Home Presence	Families First	6	1,006	£ 28,700	173	278	£ 2,400,000
	Prevent Family Mentoring						
	Youth				10	35	
Fresh start	Volunteer mentors	6	52	£ 1,300			
	Garden & building project	15	1,920	£ 28,800			
	Training		78	£ 1,938			
	Building Better Opportunities BBO				73		£ 243,011
	BBO Community Grant				55		£ 111,008
	Community Renewal Fund				191		£ 509,112
	Winter Provision				71		
Street Presence	Ambassadors	27	1,479	£ 36,975	65	1,040	
	Street Pastors	36	994	£ 35,475	351	590	£ 25,040
	Lean on Me	77	1,456	£ 36,400	36	72	£ 11,268
	Training		1,145	£ 28,625			
Vennture	Projects		391	£ 19,355			
	Buildings - Fresh Start Homeless		118	£ 5,900			
	Development workshops		320	£ 8,000			
	Trustees		669	£ 33,450			
	Total across all initiatives	167	9,628	£264,918	1,025	2,015	£ 3,299,439
	2021 Comparison	155	4,157	£133,075	686	2,010	

Note to the table
An independent evaluation carried out by Rose Regeneration highlighted the Social Return on Investment in our work with individuals was £2.25 for every £1 invested - this has allowed us to indicate the monetised value of the impact of our work with individuals.

2022 Commentary
We have seen a number of notable step-changes from 2021 - a doubling of volunteer hours and a 27% increase in those benefiting directly from the work of the charity.

Home Presence - There was a significant increase in the number of management volunteer hours and an increase in volunteer mentors returning post-Covid.

Fresh Start - Additional funding enabled significant growth and a widening of the scope of Fresh Start as we led the transformation of Winter Provision.

Street Presence - Growth came through extending volunteering opportunities and the need for patrols at more varied times.

2022 Home Presence Initiatives

During 2022 Vennture supported an additional 131 families[1] - 178 parents and 278 children. 82 families benefited from a commissioned service through Herefordshire Council Early Help, and 49 families and 10 young people benefited from Prevention focused programme funded by The National Lottery Community Fund. We were able to extend support to some families with additional funding from The Eveson Trust.

Each family's needs vary from a single need such as a child with special needs to a combination of multiple needs, many of which are complex or inter-generational. Those referred through the Early Help team tend to be more complex and embedded whereas those referred into the Lottery funded Prevention programme present with simpler earlier stage though no less challenging needs.

Family needs and issue	Percentage of families helped					
	2019	2020	2021	2022		
				Family Mentoring	Vennture Prevent	TOTAL
Parenting	87%	83%	85%	**89%[2]**	**88%**	**91%**
Difficulties with their children's health	60%	70%	64%	**83%**	**84%**	**85%↑**
Children not attending school or at risk of school exclusion	37%	40%	30%	**85%↑**	**57%**	**63%**
Difficulties with the parent's health	52%	61%	47%	**30%**	**43%**	**35%↓**
Out of work or financial difficulties	60%	43%	36%	**30%**	**24%**	**28%**
Victim of domestic abuse - current or historic	32%	36%	31%	**24%**	**14%**	**19%↓**
Children involved in crime, or anti-social behaviour or risk of exploitation	10%	13%	5%	**14%**	**8%**	**12%**
Alcohol or substance abuse	10%	11%	7%	**6%**	**4%**	**5%**

Supporting parents with their parenting remains the key need. However, in 2022 Vennture has supported significantly more families who have children with special needs and health difficulties. This has meant further developing our team in sharing more specialised approaches. There has been an increase in the family mentoring programme of children who are struggling attending school due to anxiety or neurological differences which has been exasperated by Covid.

Supporting more families with children experiencing special needs or mental health difficulties has meant working with more working, middle-class, professional families experiencing vulnerability. This has meant our team being more flexible in its working to accommodate evening mentoring visits. Regardless, 43% families supported are single parents which is similar to previous years.

[1] Families are supported in a rolling programme so support may be for part of the year

[2] In 2022, 15% of families supported had children who were physically abusive

Length of support

The 26-week Council funded programme is determined by the requirements of the contract. Three families needed additional support and it was agreed with the Council that they would take a double space.

	% of families	Average weeks support	Average mentoring visits
Completed families	72%	35	28
Families stepped up for Safeguarding and handed on to Social Workers	12%	31	27
Families stepped up for Safeguarding and Vennture stayed supporting	5%	25	24
Families which disengaged	11%	18	11

By contrast, the Lottery funded Vennture Prevent programme gives families the option of longer support – on average families are supported for 36 weeks after 32 mentoring calls. They exit when changes are fully anchored and sustainable. More families in this programme complete their support, and fewer families require referral for Safeguarding assessments.

Overall, the total amount of support by Vennture increased. In 2022 we made 2,234 mentoring home visits and 232 mentoring phone calls due to Covid in a family preventing home visits. In addition, there were over 2,800 support phone calls and emails communicating with other professionals.

Referrals

132[3] new referrals were received in 2022 with 85% families accepting support, showing the continued attractiveness of our relational approach. 22 families had continued support from 2022.

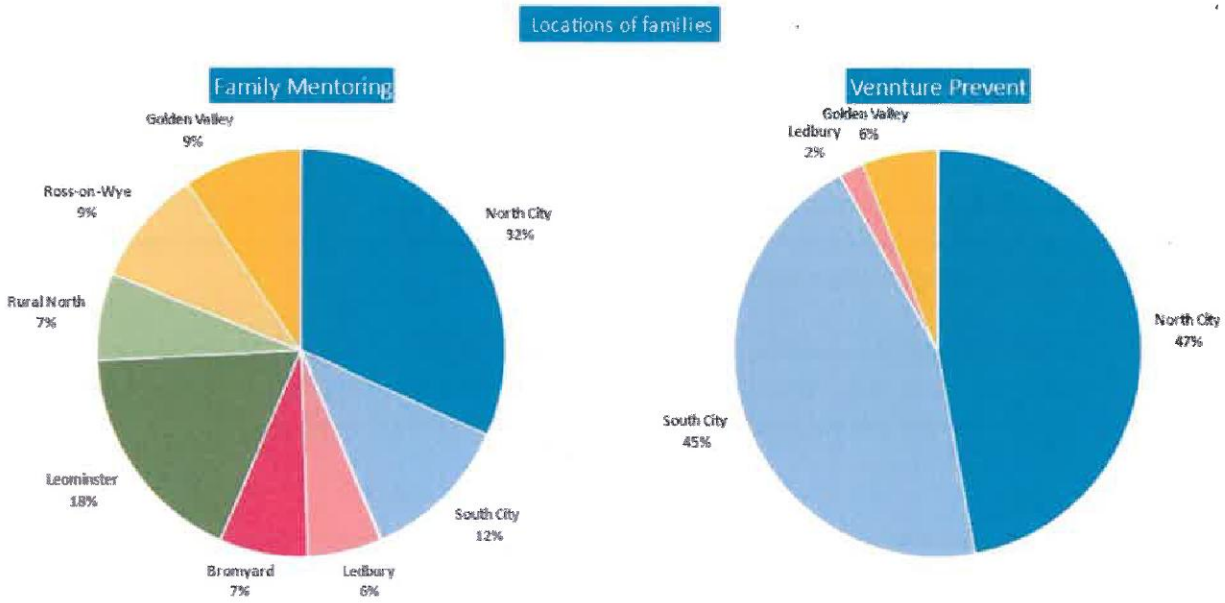
Referrer[4] of families supported	Family Mentoring	Vennture Prevent	TOTAL	%
Primary School	21	18	39	30%
Social Workers/Early Help	35	n/a	35	28%
Secondary School	21	12	33	26%
Health (HV, school nurse & GPs)	3	5	8	6%
Self-referrals	n/a	6	6	5%
Health (CLD/CAMHs)	1	n/a	1	1%
Vennture other programmes	n/a	2	2	2%
Other	1	2	3	2%
Nursery/children's centres	0	0	0	0%

[3] 8 referrals were not accepted in Vennture Prevent as the level of needs did not meet the criteria of prevention

[4] Data shows families supported in 2022 including those referred in 2021; it does not include families which did not engage

Location

Vennture continues its county-wide commitment - supporting families in market towns and rural locations as well as Hereford. However, so far, Vennture Prevent has only been introduced to Hereford schools, with a planned county-wide rollout in 2023, subject to funding, to expand the reach of this approach that has proved very popular with schools.



IMPACT

Children

College	Secondary School	Primary School	Pre-School
17	107	132	27
6%	38%	47%	9%

Families

The impact of our whole family mentoring programme is illustrated in the stories below – names and details have been changed to protect anonymity.

A single young mum struggling with her young son: Harriet was living at home with her mother with her five-year-old son Robbie, whose behaviour was very challenging. They had limited space and Robbie had to share a bedroom with mum and he refused to go to sleep without mum being there - rarely going to sleep before 11pm. Harriet felt trapped - both were tired in the morning. Robbie was struggling at school.

The Prevention4family Link Worker helped Harriet to learn new parenting skills tailored to Robbie. They gave her time to take them onboard step by step. They talked through successes and barriers

weekly, and Harriett was encouraged to continue. The weekly visits helped Harriet to persevere and be consistent - especially when Robbie reacted to new approaches. Progress was slow. Mum was tired from being a single mum who needed to work and look after a young child.

Now Robbie is falling asleep earlier, having far fewer meltdowns, is enjoying going into school and has even been praised for his behaviour in breakfast and after school clubs. The Link Worker also liaised with the school for Robbie to have some additional one to one time with the school nurse and to have his special needs assessed.

At exit Harriet said: *"The support from my Link Worker was amazing. It has given me the extra confidence I've needed to make me realise I'm a good parent. Our issues have reduced massively. I know we now have coping strategies in place to deal with each day's challenges as they come."*

A family bringing up a child with special needs: Meg is 13 and lives with her parents and younger brother who is 7. Meg is intelligent but is struggling with friends at school where she becomes emotional; at home she finds it hard to communicate - screaming and lashing out physically at her mother. She has engraved swear words and negative sentences on her bedroom walls and furniture. Her parents are loving and have tried some of the strategies suggested by a counsellor, but nothing appears to be working. They asked for support from Early Help and a Vennture Link Worker.

The Link Worker's initial meetings highlighted different perspectives.

Mum wanted to face things head-on and resolve the conflict. She struggled when Meg was physically abusive and didn't feel supported. Dad preferred to wait until things cooled down to discuss things. Both were frightened that their relationship with each other and their daughter was at risk. Meg was feeling alone, misunderstood and didn't feel her parents were listening. She felt criticized and that her parents were always stressed with the family company.

The Link Worker worked through specialist strategies with parents. Together they developed de-escalation strategies. More importantly the Link Worker allowed them lots of time to reflect and discuss. The Link Worker continued weekly visits and helped the parents to try new things out and adapt things – supporting them through the frequent tough trials.

The Link Worker invested one to one time with both children away from the family home allowing them to talk through their feelings. The Link Worker discussed with parents keeping Meg safe, including being safe on-line and how to encourage Meg to share with them when she had suicidal thoughts. Mum was supported to build a Hope Box with Meg.

At the end of the support, the parents said: *"You have given us so much to consider and it has had a profound effect on the way we look at all four of our lives and how we interact with each other in bad situations and what we take away from the good times too. We have a way to go with Meg, but we definitely feel so much better equipped with it all going forwards...*

"You have listened, considered and advised us so well. We feel that we've done so much to bring about positive change, and the next step is for Meg to embrace her own way of working in order to enact positive behaviour herself. We can't say thank-you enough."

A family with a teenager struggling to return to school: Fiona and Carl have three teenagers and a two-year-old daughter. They were referred for support as Anna (15) had been struggling to go into school since Lockdown. The thought of going into a busy classroom was overwhelming, although she was maintaining some connection with school by going into the Support Room part time.
The Prevention4family Link Worker had one-to-one sessions with both Fiona and Anna over nine months. She helped Fiona increase her confidence in her parenting and be able to put in appropriate boundaries and maintain them. With Anna she worked through coping strategies for her anxiety and safe relationships. She supported her when a relationship breakdown caused Anna to self-harm again and got her back on track at school again.

The Link Worker also worked with Karl (13), who was getting into a lot of trouble with friendship groups at school and in town. This included delivering material for Youth Offending Services as they felt the Link Worker's relationship with Karl would make the work more meaningful. As the Link Worker supported the family over an extended period of time, she was able to observe that Karl has some ADHD traits and when the school's referral was rejected, she phoned CAMHs and evidenced her concerns to get Karl an assessment.

At exit visit mum said: *"You have been great at giving me a second opinion, taking time to help me talk things through and work out a solution, you believed in me – in us – and I have grown in confidence because of it. Mornings are still a 'work in progress' but I feel more confident in my parenting and that I am doing things right".*

Family Feedback

Our goal is to help families help themselves. Family feedback is summed up below:

100% stated Vennture Link Workers and volunteers were approachable.

100% stated Vennture Link Workers understood the challenges that the family were facing.

100% said Vennture Link Workers met their needs effectively – higher than previous years.

100% said they could cope better.

91% said they felt less worried about the future.

77% said they were clearer about the life they wanted for their family and how to achieve this – lower than previous years.

Feedback from parents:

Single mother: *"I know how to help the children with their feelings now - what to say and how to be there for them. I am confident now because I am confident what I am doing is right. Having someone to check in with and tell me what I'm doing is right has really helped."*

Mum of teenager with autism: *"I now try and keep calm and not fly of the handle. I have learnt not to react in the heat of the moment and give each other space."*

Stepdad: *"The stuff you recommended on 'love languages' really opened my eyes."*

Dad: *"The strategies have helped us to parent better, we are arguing less and we shout less."*

Mum: *"I actually like my husband again!! Seriously, you have helped us learn good ways to communicate and resolve any conflict we have in a healthy way. We understand one another better and what we need."*
Parents of a large, blended family: *"In every way you have been helpful - I now give the children one to one time and am able to be firmer without giving in. You have listened to me and helped me know I'm not going crazy."*

Mum who has experienced domestic abuse: *"The Link Worker has given me the nudge I needed and the confidence to speak to other mums, start the gym and the Freedom course. She has made me a lot calmer about everything."*

Feedback from children:

Child with special needs: *"It's quieter at home now. I sleep in my own room now. I have more freedom and mum lets me go out now."*

Teenager who was struggling with anxiety: *"I am downstairs and being with my sister and mum more. I'm eating downstairs and keeping dinner and teatime at the same time each day."*

10-year-old: *"Thank-you for helping me and my mum for these months - it really has helped us like quite a bit."*

Teenager struggling with mental health: *"My feelings have lightened up - my mood has boosted, and I feel sure I can speak my mind."*

Fresh Start initiatives - *Fresh Homes...Fresh Purpose...Fresh Connections*
2022 Funding Strands

Building Better Opportunities, £108,005
The fifth and final year of funding ends on 31/03/2023. There will be no further extensions due to European Social Funding ending and there being no 'gap' funding to bridge between BBO and the UK Government's replacement, the Shared Prosperity Fund.

Landau Community Grants, £49,337
We delivered three Community Grant projects during 2022. These projects ran alongside our other funded projects and were complementary, allowing us to mentor individuals over a longer period. This funding ended on 31/12/22.

Community Renewal Fund, £226,272
Working as a sub-contractor to HVOSS to deliver a post-Covid community-based support package enabled us to greatly expand the Fresh Start team and reach a greater number of individuals. This funding ended on 31/12/22.

Homeless Link, project funding carried forward from 2021
Used up to 31/03/22 to support those that were temporarily housed as part of 'Covid Everyone In'.

Night Shelter Transformation, £210,722
This project drew together funding from 9 different sources to deliver Winter Provision through a transformed approach, putting those facing homelessness in the lead and making rough sleeping rare brief, infrequent and non-reoccurring.

Funding has allowed us to build our capability as well as capacity. To meet growing trends in individuals presenting with complex needs all our team members have now completed Mental Health level 3 to build our Fresh Start Team's resilience and enhance their mentoring tool kit.

Yellow Form Innovation
In 2022, we pioneered an innovative Yellow Form referral process to offer help to those individuals with needs that make them vulnerable but fall beneath the threshold for any statutory interventions.

Most Yellow Form referrals received have a mix of needs regarding mental health, financial troubles, and physical health issues. Some have drug and alcohol issues mixed in. Some have previous offending backgrounds preventing them from making progress – often low-level offending with no support. Some are moving between sofa surfing and in and out of emergency accommodation.

1. Most needs originate in common life experiences – relationship breakdown and/or family fractures, job loss, bereavement, family crisis. Less than half of the needs originate in adverse childhood experiences.
2. Many needs escalate or spiral downwards because of lost connections – family, friends, life-purpose, sense of place.
3. Needs have accumulated or are accumulating over time and become embedded in lifestyle choices that amplify their needs to the point where they become blue light calls.
4. In many instances, needs grow over time as individuals are pin-balled between different services – not deemed to be meeting 'thresholds' or 'service criteria'.
5. Those being referred from Health have health issues originating from non-medical causes.

Response

The Vennture Yellow Form response has no thresholds; it is based on 3 key principles:

1. **Relational** – in practice this means a person who is there on the end of a phone and meets them face-to-face weekly to review progress, set outcomes and agree baby steps.
2. **Timely and easily accessed** – a phone call or a simple referral form – all our office team know how to take referrals and respond positively.
3. **Persistent** – we stick with people consistent with our mission to Love People Better.

Support

In December, we were undertaking circa 150 face-to-face meetings each week. Our face-to-face support is outcome driven – the important difference is that the person being supported sets the outcomes rather than any referrer or service or commissioner. The focus is to build trust and address root causes. It is rooted in a structured mentoring approach. On average we travel with people for 4 months – in some instances longer. Once a relationship is established, it sustains beyond the support, so people often call in if they hit a future 'bump in the road'.

Fresh Start Referrals – excluding Night Shelter

Our increased capacity resulted in an increase in referrals to our Fresh Start team to 319 from 140 in 2021.

Month	Total Referrals	Male	Female	Other
January	12	7	5	
February	35	24	11	
March	18	12	6	
April	11	9	2	
May	32	17	15	
June	28	13	14	1
July	27	14	13	
August	39	21	17	1
September	40	17	21	2
October	43	33	10	
November	24	15	9	
December	10	8	2	
Total	**319**	**190**	**125**	**4**

As our community reach has increased this year, we have seen a subsequent increase in self-referrals through "word of mouth". The following tables show the sources and age profiles of referrals

Referral Sources	Total	%
Self	96	30
Crisis Team	25	8
Housing	21	6.5
Street Ambassadors	32	10
Mental Health Team	15	5
Probation	12	4
Social Prescribers	12	4
Adult Social Care	12	4
Churches	6	2
Council	1	0
Schools	2	0
Living Room	5	1.5
CAB	2	0.6

DWP	22	7
MIND	5	1.5
Care Leaver Team	2	0.6
Redspark Learning	1	0.3
Cart Shed	4	1.2
Turning Point	3	1
Foodbanks	11	3
Police	16	5
Family Pastor Team	11	3
REED Partnership	2	0.6
Prison	1	0.3
Totals	**319**	**100**

Age Profile of referrals	**Total**	**%**
Under 20	18	5
20 to 30	78	24.5
30 to 40	82	26
40 to 50	63	20
50 plus	78	24.5
Totals	**319**	**100**

Safeguarding

The team continues to identify significant Adult Safeguarding concerns in the course of their day-to-day activity, supported and escalated appropriately. Vennture has played a leading role in making sure the most vulnerable adults receive the support that they need and protecting individuals at risk of harm.

Our mentoring approach seeks to help individuals break the cycle of avoidable patterns of behaviour to increase their quality of life and life chances. In addition, we bring together partners to maximise support around the individual to reduce their risk and harm. Finally, we seek to collate anonymised individual data to identify trends and co-ordinate alternative approaches to better support individuals and system-wide initiatives.

Our *Breaking the Cycle* initiative seeks to prevent premature deaths.

Our *BRAVE* initiative seeks to Build Resilience Against Endemic Vulnerabilities.

Impact

Community Renewal Fund

Vennture mentored 136 individuals during this time resulting in the following outcomes:

- 99 Assessment Stars completed
- 129 engaged in life skills
- 5 accessing benefits
- 12 Community Events arranged
- 1 qualification achieved
- 1 entering volunteering

- 1 entering education and training
- 10 engaged in job search activity
- 7 starting employment

The independent evaluation by Rose Regeneration highlighted the Social Return on Investment in this project was £2.25 for every £1 invested. The Government specifies (in relation to cost benefit analysis, which is a useful starting point for a consideration of value for money) that an achievement of 1 is acceptable and anything over 2 is deemed to be good.

Building Better Opportunities - BBO
Our BBO funded Link Workers have worked tirelessly to maximise participant numbers and outcomes by working collaboratively with the other funded projects and ensuring that individuals get further support once they have exited the BBO project.

BBO has supported **73** individuals, with **21** entering employment and education and **6** engaged in job-searching activities.

Community Grant Projects
We received three Community Grants this year which enabled us to recruit and retain Link Workers to deliver extended mentoring to a wider group of individuals. In total we supported **55** individuals, resulting in **7** entering education and training and **2** starting employment.

We used some of this funding to enable us to extend our group mentoring opportunities by increasing the number of Garden Club sessions and starting up a new Art Club group.

Partnership working and feedback from Landau, who coordinate this funding, has been very effective and they have appreciated the work and difference the projects have made to those furthest from the jobs market. These projects are now closed, and no further funding is available.

Case Studies (initials changed)

1. **P was referred** due to frequent presentations at A&E driven by prescription drug and alcohol misuse that eventually led to an inpatient detox and Crisis Team involvement.
P, who is in their 20's and had a partner and children, failed to engage with Turning Point effectively – partly due to lack of one-to-one support available at that time. Over time P then became homeless – drifting in and out of different accommodation and eventually using the Winter Night Shelter when sofa surfing options were exhausted.

After the **A&E Yellow Form referral,** the Vennture Link Worker came alongside them resulting in:

1. P's mental health improving gradually – so their self-care returned.
2. Exploring options with the Housing Solutions Team – an option P was unaware of.
3. Building connections with other sources of daily support such as the Living Room.
4. Helping P to re-engage with their family and rebuilding positive support networks.

Outcome: P has now returned to the family home and is taking their responsibilities and commitments seriously. P is no longer using drink or drugs and is now in full-time employment. There have been no further A&E presentations.

2. **T was referred** after repeated A&E attendance. T was perceived to be presenting due to their perceived lack of suitable housing and its impact on their mental health.

After the **Crisis Team Yellow Form referral**, the Vennture Link Worker came alongside them, developed a detailed holistic understanding of their situation and established their real needs and concerns, even though they were deemed to be in acceptable accommodation. The Link Worker then supported T in approaching Housing Solutions and registering on Home Point, crucially providing medical evidence to open housing options.

Outcome: T is now re-housed and reporting much improved mental health. T has also signed up for online learning at degree level and there have been no further A&E presentations

3. **F was known** to the Community Policing Team and the Ambulance Service due to their vulnerability and repeated blue light calls arising from their mental and physical health needs. After the **Family Member Yellow Form referral,** the Link Worker came alongside them whilst an inpatient in hospital. They established that they were living alone and not coping and turning to alcohol which only exacerbated their needs. The Link Worker then established that they were a victim of financial abuse by 'friends' whom they often relied on for shopping and 'keeping them company'.

The Link Worker supported the Adult Social Care Social Worker with discharge back to F's home. The Link Worker supported F with essential shopping and pet care whilst in hospital. The Link Worker then arranged multi-agency meetings to ensure all were involved in F's discharge plan and on-going care arrangements including facilitating vital liaison with concerned family members.

Outcome: The individual is now living back at home and being supported in relocating to be nearer to their family who will be able to offer them more appropriate support

4. **D was known to all blue light services** for frequent attempts to take their own life. They had had a caring family and highly paid responsible job.
After the **Vennture Street Team Yellow Form referral,** the Link Worker came alongside D and established the accumulated multiple causes of their tendencies to suicidal and anti-social behaviour: alcohol dependency led to relationship breakdown led to homelessness led to loss of job led to financial difficulties led to accumulated anti-social behaviour led to prison.

The Link Worker walked alongside D for more than 12 months supporting them through the courts and prison, and slowly rebuilding the practical elements of regaining financial independence – establishing a bank account, helping them access pension savings, securing a deposit for a flat and helping them regain employment, and mediating family relationships.

Outcome: D is now employed in their old profession, well-paid and off benefits, living in their own flat and – though still fragile at times – free of their tendencies to suicide and anti-social behaviour. D continues the relationship with their Link Worker, as a stabilising relationship.

5. **G was a person of disability** with a care and support plan. Sadly, there are no care agencies with staff to work with them. An adopted child, as an adult G became disabled through a vicious assault

over ten years ago. Struggling with their disability, they got into patterns of antisocial behaviour and thus coming to the attention of the police.

After the **Police Problem Solving Team Yellow Form** referral, the Link Worker came alongside G and established a history of others 'ducking in and out' with different bits of well-meaning support. This demeaned G and robbed them of their confidence to the point they were fearful of leaving their home. Understanding the situation, the Link Worker secured a volunteer to provide support and build their confidence to leave their flat and go out again.

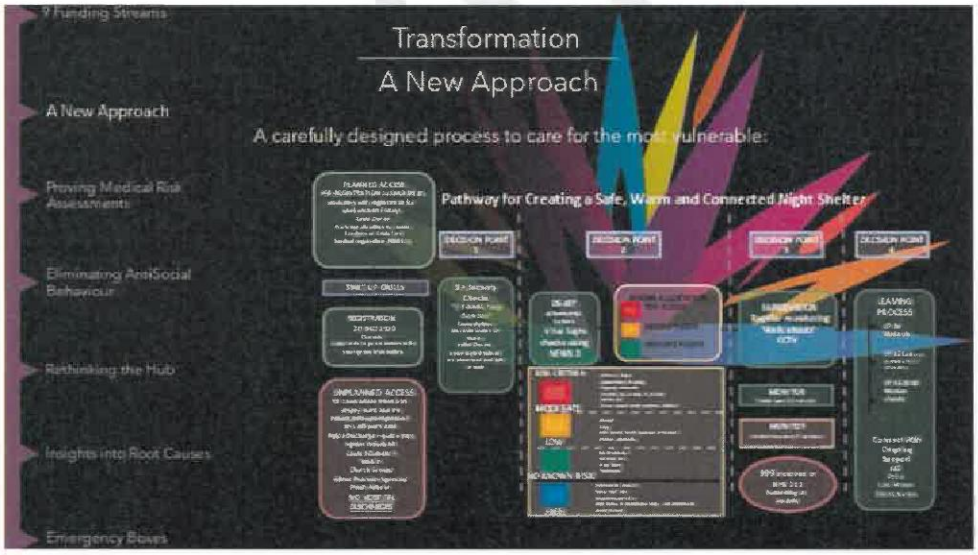
Outcome: G now goes out regularly and has begun a regular volunteer job. G's confidence has returned. G has just started dating.

Night Shelter Transformation

This year we secured funding from DLUCH (Department for Levelling Up, Housing and Communities) Night Shelter Transformation to deliver Winter Provision as part of our determination to end rough sleeping and sofasurfing in Herefordshire. Building on our previous work putting those at risk of rough sleeping or sofa surfing in the lead, we delivered 7 elements to transform the experience of those presenting as homeless.

Putting the person in the lead

1. **A whole new approach** was based on a process to create safe, secure, and warm spaces. The process was designed with medical triage, mental health, and risk management specialists.



For the first year those working in the hub and emergency accommodation were recruited through a Safer Recruitment and Selection Process. All those involved also undertook specialist training in managing high-level medical and mental health risks related to drugs and alcohol. Special procedures were developed to support those identified as being at risk of death and everyone was trained in the use of CPR and the use of an on-site AED.

Another element of our process was to meet physical needs differently. Rather than corral those facing homelessness into a single food provider, food choices were given to promote dignity. Food and drink were provided through the Living Room Café, Rocket Café and Hope City Church Café. Greggs Vouchers also gained positive feedback from supported individuals, in that they could buy food when they were hungry and pay – being recognised as a member of the community and not judged.

Finally, a key part of the transformation was to move away from dormitory-style shared rooms. We managed 7 safe, warm rooms for single occupancy that were actively wardened, following clear, Safe and Well check procedures. The approach was attractive to the most vulnerable who accessed and received support which in previous years they had avoided.

2. **A welcoming hub** shaped and assessed individual needs so they could be met. The hub provided wrap-around support across over 450 sessions, each of which has included link workers and medical assessors. The daily morning check-in created a daily routine where individuals could feel respected and supported.

The hub is more than just a check-in and check-up – it's the starting point for a support package that helps individuals with complex needs out of destructive lifestyles and into accommodation, employment and independent living.

We have hosted several services in the hub: drugs and alcohol support; district nurses; opticians; bereavement counsellors; mental health professionals; housing providers and hairdressers. In addition, we can pull in specific support for individuals where need demands, for example, utilizing our relationship with the Police, Probation, or IOM to arrange support at the hub.

3. **High quality 'Park Bench Support'.** For those choosing to stay out we sourced 'fit for purpose' quality kit to insure people were safe and warm. Regardless of their choice to be out, our Link Workers continued to do Safe and Well checks – encouraging them to take up offers of support.

Thinking before the event

4. **Recognising medical risk and need** led to individuals accessing much needed medical help. Proven Alcohol & Drugs medical assessments were followed including taking 10 Basic Observations including objective drugs & alcohol testing and history taking. The daily, friendly, supportive approach built trust, and employed nudge theory resulted in 20 of 72 individuals accessing medical help.

5. **Keeping everyone safe and secure** by a pro-active approach to risk management resulted in an elimination of anti-social behaviour most appreciated by the most vulnerable in their feedback and even noticed by city centre businesses and the Police. For the first year there were no blue light calls to the night shelter. Working closely with the Police also led to much more positive outcomes for those being released from prison.

Employing local door staff to support our check-in process prevented drugs, alcohol and weapons being smuggled into our accommodation so everyone was safe and our wardens could concentrate on caring for people rather than managing behaviour.

6. **Harvesting data helped** to better understand individuals and their specific needs as can be seen in the impact data. The majority of those registering in the hub have been able to build a relationship with

our team of Link Workers, who have been able to better understand each individual's personal story and the root causes leading to their condition and circumstance.

Pooled budgets

7. **Bringing together 9 funding streams** enabled us to deliver the ambitious transformation plan.

Impact

Feedback from hub users has been overwhelmingly positive; with the space feeling safe and dignified.

To date, we have had 71 individuals through the door – 57 men and 14 women: 13 under 25's; 26 aged 26-35; 23 aged 36-55; 9 over 56-years-old.

Needs profile:

- 17 individuals have been involved in domestic violence.
- 30 have significant criminal histories, which include violence, sexual crime, and drug involvement.
- 56 disclosed suffering from mental health problems, which include suicide attempts and self-harm.
- 40 have reported drug use, with Cannabis being the main disclosed drug. The drug tests offered found that the drugs individuals thought they had taken were often not what they appeared to be.
- 35 reported having alcohol-related addiction/issues.

The Main Reasons for Homelessness: Although homelessness is often caused by a multitude of factors, the overwhelming surface-level reason for homelessness is relationship breakdown.

What our Individuals say about the transformation

"It really helps employing strong staff who have open mindedness, there feels like there is so little judgement."

"Craig and David were absolutely awesome... Vennture made me feel at home and I appreciated the health checks. My blood pressure was way over the scale, but I thank them for taking the time to do this, really beautiful people."

"The hard work and help and advice that I have received from each of my support workers, Dom, Isla and Dean has quite frankly been lifesaving. Each one offering genuine from the heart step-by-step guidance and encouragement."

"When and if any other previous parties have attempted to work with me, they have all made classic errors, they have tried to fit me into their boxes and systems, totally failed to identify me as a person... Annemarie's approach is very different, she sees me and recognized the way I reacted to things was because of the failure in other parties to listen and treat me as someone who is able to clearly articulate."

2022 Street Presence

Vennture Enterprise Ltd's purchase of the Merton has led to Street Presence moving from St Peter's Church Hall and offices and into what we hope is a more permanent home – the fifth location for Street over the years – in December 2022. The Street Presence team currently share the space with the Winter Provision team as they develop the space into a longer-term hub for other purposes.

The Street Presence Lead has been able to reintroduce an ongoing training programme coming out of Covid with refresher training for existing Street Pastors and new courses for others – Domestic & Sexual Violence, Dementia Awareness, Suicide Prevention and CCTV training. Joint training also took place between the Street Pastors and Lean on Me leaders.

The team organised a second survey of the Perception and Realities of Safety on the Streets of Hereford, which was instrumental in securing funding from West Mercia Police with Safer Streets III finishing and then Safer Streets IV starting in the summer. This funding has also brought about significant investment in CCTV across a wider area of Hereford – widening the scope of 'patrolable' areas. Our new team vehicles were adapted and equipped to become mobile medical vehicles, known locally across all sectors as our 'Donkeys'.

There was a period in the summer of just over a month when Ambassadors and Lean on Me teams were involved in finding 3 different missing people in separate incidents.

Street Pastors

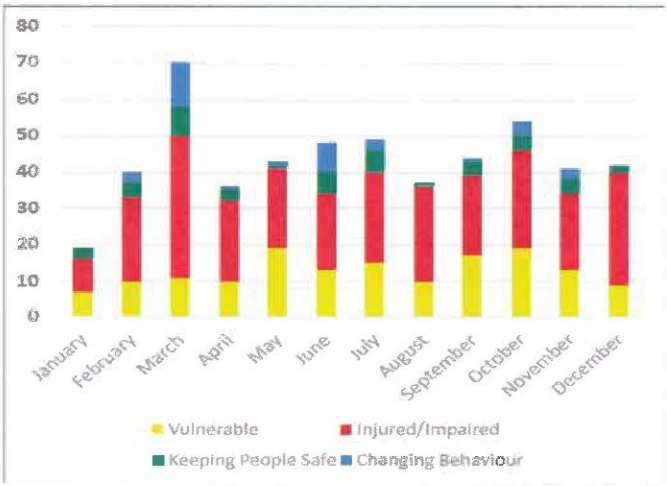
Before Covid, one of our partners in the Night-time Economy used to be able to predict the numbers of individuals who would be in a particular area or location at any given time of an evening. That has all changed. Changes in entertainment as a result of lockdown and the impact of the cost-of-living crisis have resulted in the present generation of young people now drinking in larger quantities before coming out in the evenings and coming out in lower numbers



People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
		Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	
351	77	623	111	55	237	161	134	590

Impact

This year a member of the public, who saw a team clearing broken glass, thanked them profusely; they shared how sadly they lost their partner when he contracted sepsis after treading on broken glass. In 2021, post-Covid, teams re-commenced at night times in May and the numbers of incidents generally increased until November. In 2022 the pattern of incidents was different



Engagements	
Isolated/Alone	54
Lost/Left Group	12
Upset	41
Vulnerable	94
Can't Get Home	10
Injured	56
Subject of Predator	2
Possible Predator	1
Intoxicated	236
Possible Drug Use	20
Homeless	16
Physical Altercation	21
Suspicious Behaviour	4
Suicidal	2
Victim of Crime	3
Protected	98
Reunited	65
Thank you's received	437

"I would like to say thank you to the Street Pastors who looked after my child who has epilepsy. They don't normally drink, and I think they weren't prepared for the effect of the alcohol. They were mortified the following day. I want to let those Pastors know how thankful I am that they called me and without any judgement stayed and looked after S. They were so kind to both of us and I am so grateful."

Ambassadors

The Ambassador team evolved a lot through 2022.

Our daytime patrols worked closely with the Fresh Start team and the Police to identify and make sure those presenting on the streets as homeless received support.

Our Ambassador volunteers deployed on Christmas late night shopping and World Cup evenings, where they acted as a reassuring presence and a listening ear to those experiencing difficult times.

Ambassador 'Mallard' Patrols took place during August to October in response to a series of sexual assaults taking place around the Hereford Riverbanks. These patrols from 8pm to 12midnight, on foot and in one of two fully kitted out First Aid vehicles – 'Donkeys' - provided a reassuring presence along the River Wye and Hereford's green areas.

People Helped	Teams Out	Clearing			Handed Out			Agency Interactions	Conversations
		Bottles	Broken Glass	Litter	Blankets	Water	Lollipops		
65	183	469	74	1513	3	16	21	587	1040

Impact

Interventions	
Triage	23
Directions	100
Upset	7
Vulnerable	54
Young and Irresponsible	1
Injured	6
Missing Person	2
Informed CCTV	32
Intoxicated	5
Possible Drug Use	2
Homeless	25
Advice	35
Suspicious Behaviour	15
Suicidal	2
Who are Ambassadors	130
Thank you's received	297



Local residents were also thankful for the twilight patrols as rumours, a vigilante, and the local news reporting raised community anxiety. Beyond reassuring the public, patrols also found themselves dealing with a number of challenging incidents.

> *"Last night I was on a Mallard patrol when police alerted us to a missing person. Ten minutes after our team search started, we found them. This person was soaking wet, inebriated and had just managed to pull herself out of the River Wye. We were able to provide her with a blanket, flip flops and warmth in our van and then a lift to A&E after we made police aware - there would have been a 2+ hour wait for an ambulance otherwise. It's amazing how often we pray as teams, and God has us in the right place at the right time for someone."*

This is one of several missing people that teams have located working with the Police, CCTV and retail and venue security. Another Mallard Patrol found a dog walker who had passed out and become hyperthermic. It was his dog who alerted the team to his presence.

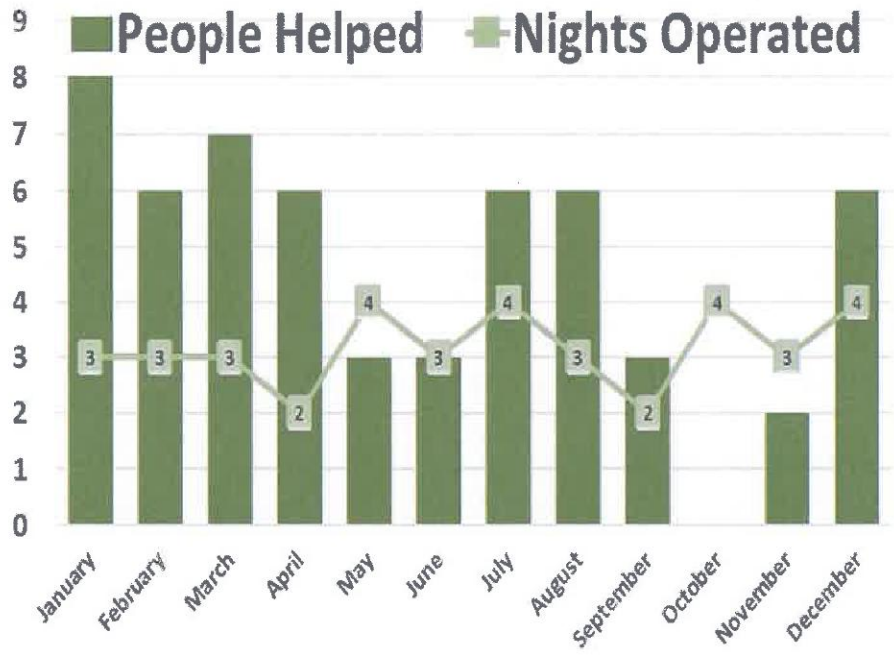
Lean on Me

Over 40 Sixth Form students graduated through Lean on Me as Covid led to the amalgamation of two cohorts of students together. The Graduation evening provided an evening of celebration, with local dignitaries joining the parents of students in acknowledging all that had been achieved during the difficult Covid years for the students involved.

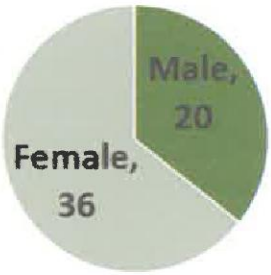
JB Gill, who was in the band JLS, joined the production team of Songs of Praise for a day's filming of Lean on Me students and team members at Vicarage Road, highlighting the role of the volunteers in assisting those in need in the Night Time Economy.

People Helped	Nights Operated	Impacts			Support Given				Average Time Invested
56	38	Ambulances saved	A&E Admissions saved	Police Custody saved	Supervised Recovery	First Aid	Safe Place	Emotional Support	1 hour 21 minutes
		43	35	4	33	7	28	11	

43 ambulances were saved (£12,556 saving according to Kings Fund data from 2019/2020 - £292 per ambulance cost of patient taken to A&E by ambulance) and 35 A&E admissions were saved throughout the year



Assessment	
Alcohol	36
Drugs	5
Mental Health	15
Head Injury	3
Environment	9
Epilepsy	1
Stroke	1
Diabetic	4



Personal stories

"Within her three and a half hours' stay, a woman brought to Lean on Me by Street Pastors divulged for the first time the domestic abuse she was suffering from at home. Vennture put her up in a safe place overnight and, thanks to our partnerships with other agencies, an arrest was made and she was able to reach the professional support that was needed."

"My highlight was someone talking about how comfortable they felt in our presence when helping them out after having a bit too much to drink and losing their possessions. They said they didn't know what they would have done without us and that made me proud to be part of the team that helps so many people, no matter how big or small the incident."

2023 Vennture's core objectives

1. **Lead significant, substantive, sustainable initiatives and evidencing impact**

   a. Further develop our mentoring programme with struggling families to increase our support to the local approach to Early Help.

   b. Build on the learning from the Lottery funded Prevent Programme to establish our leadership in county-wide school-based prevention.

   c. Deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds, including developing programmes with Hereford College of Arts and NMITE.

   d. Deliver the accommodation-based triage as a new key pathway to make rough sleeping and sofa surfing rare, brief, infrequent and non-reoccurring as a further development of our multi-purpose hub.

   e. Deliver first 5 of 20 NEW starter homes as part of our Fresh Start offer for families seeking a fresh start.

   f. Build Vennture Enterprises to generate unrestricted funds to enhance our social impact.

2. **Exercise influence and promoting systems thinking in local issues**

   a. Become the first choice in 5 school clusters for prevention work with children and young people to keep children engaged in mainstream education.

   b. Work collaboratively to build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.

   c. Deliver 'response pastors' as a key element in a community prevention network complementing the work of statutory agencies.

   d. Enhance and invest in Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams to prevent the escalation of low-level emotional and mental health issues.

3. **Innovate by listening and growing local leaders**

   a. Further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.

   b. Recruit with succession planning in mind.

   c. Deliver a legacy project focused on a structure approach to developing Vennture people, delivery managers and leaders of the future.

   d. Continue to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s.

   e. Deliver the Fresh Start proposition to end rough sleeping and sofa surfing and preventing escalation into destructive lifestyles.

4. **Redefining volunteering – equipping people appropriate to the task**

   a. Utilise our enhanced support team and systems to build our support, volunteer and donor base.

   b. Deliver the Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.

   c. Grow volunteering relevance in our core programmes so we have 200 volunteers trained in Mental Health First Aid.

   d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.

   e. Recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and group for that period. In preparing those financial statements, the trustees are required to:

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

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

In so far as the trustees are aware:

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

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on .....10/8/23..... and signed on its behalf by:

.....
Reverend Simon Tarlton - Trustee

Opinion
We have audited the financial statements of Herefordshire Vennture (the 'charitable company' and group) for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company and group's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company and group'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.

Emphasis of matter relating to going concern
During the period ended 31 December 2022 the Trading Company only has a overdrawn balance sheet position of £65,881.

Please refer to note 1 accounting policies - going concern to highlight how the company is addressing the overdrawn position. If these actions were to prove to be unsuccessful, this may indicate that a material uncertainty exists and may cast doubt on the Company's ability to continue as a going concern.

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company and group has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company and group for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company and group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company and group or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We obtained an understanding of the legal and regulatory framework applicable to both the Charity and Company itself and the sector in which it operates.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;

- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

- Assessing the design effectiveness of the controls in place to prevent and detect fraud;

- Assessing the risk of management override including identifying and testing journal entries;

- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

Use of our report
This report is made solely to the charitable company and group's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company and group's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the group and the charitable company and group's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery Accountancy Ltd

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 17/8/23

Herefordshire Vennture

Consolidated Statement of Financial Activities
for the Year Ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	536,834	25,867	562,701	556,992
Charitable activities	5				
Helping families, young people and individuals		200,491	1,071,259	1,271,750	1,422,631
Other trading activities	3	40	4,620	4,660	-
Investment income	4	30	17	47	-
Other income		1,659	101	1,760	3,817
Total		739,054	1,101,864	1,840,918	1,983,440
EXPENDITURE ON					
Charitable activities	6				
Helping families, young people and individuals		332,098	817,981	1,150,079	895,239
NET INCOME		406,956	283,883	690,839	1,088,201
Transfers between funds	18	142,265	(142,265)	-	-
Net movement in funds		549,221	141,618	690,839	1,088,201
RECONCILIATION OF FUNDS					
Total funds brought forward		506,189	993,649	1,499,838	411,637
TOTAL FUNDS CARRIED FORWARD		1,055,410	1,135,267	2,190,677	1,499,838

Herefordshire Vennture

Charity and Consolidated Balance Sheet
31 December 2022

	Notes	Group 31.12.22 £	Group 31.12.21 £	Charity 31.12.22 £	Charity 31.12.21 £
FIXED ASSETS					
Tangible assets	12	1,538,444	742,543	859,460	742,543
CURRENT ASSETS					
Debtors	13	360,549	201,405	1,092,404	201,405
Cash at bank and in hand		394,785	686,509	385,067	686,509
		755,334	887,914	1,477,471	887,914
CREDITORS					
Amounts falling due within one year	14	(78,101)	(105,619)	(55,373)	(105,619)
NET CURRENT ASSETS		677,233	782,295	1,422,098	782,295
TOTAL ASSETS LESS CURRENT LIABILITIES		2,215,677	1,524,838	2,281,558	1,524,838
CREDITORS					
Amounts falling due after more than one year	15	(25,000)	(25,000)	(25,000)	(25,000)
NET ASSETS		2,190,677	1,499,838	2,256,558	1,499,838
FUNDS	18				
Unrestricted funds		1,121,291	506,189	1,121,297	506,189
Restricted funds		1,135,267	993,649	1,135,261	993,649
Non-Charitable trading funds		(65,881)			
TOTAL FUNDS		2,190,677	1,499,838	2,256,558	1,499,838

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

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company and group 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 and group 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 and group.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 10/8/23 and were signed on its behalf by:

.....
Reverend Simon Tarlton - Trustee

Herefordshire Vennture

Consolidated Cash Flow Statement
for the Year Ended 31 December 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	539,031	1,007,851
Net cash (used in)/provided by operating activities		539,031	1,007,851
Cash flows from investing activities			
Purchase of tangible fixed assets		(830,802)	(745,905)
Interest received		47	-
Net cash used in investing activities		(830,755)	(745,905)
Change in cash and cash equivalents in the reporting period		(291,724)	261,946
Cash and cash equivalents at the beginning of the reporting period		686,509	424,563
Cash and cash equivalents at the end of the reporting period		394,785	686,509

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 December 2022

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

	31.12.22 £	31.12.21 £
Net income for the reporting period (as per the Statement of Financial Activities)	690,839	1,088,201
Adjustments for:		
Depreciation charges	34,902	17,134
Interest received	(47)	-
(Increase) in debtors	(159,144)	(188,293)
Increase /(decrease) in creditors	(27,518)	90,809
Net cash provided by operations	539,032	1,007,851

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22 £	Cash flow £	At 31.12.22 £
Net cash			
Cash at bank and in hand	686,509	(291,724)	394,785
	686,509	(291,724)	394,785
Debt			
Debts falling due after 1 year	(25,000)	-	(25,000)
	(25,000)	-	(25,000)
Total	661,509	(291,724)	369,785

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company and group, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Going Concern
The trustees assess whether the use of going concern is appropriate i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The board will continue to monitor and review the activities and provide strong and clear governance.

At this time and for the foreseeable future, the Directors of Vennture Enterprises Ltd believe that the company is a going concern and that the negative balance sheet at the year-end was due to the start up situation. Directors are reliant on the continued support of Herefordshire Vennture Ltd (parent company) and have considered its future budgets and forecasts within the going concern assessment. Vennture Enterprises Ltd will be promoting its services to increase income and ensure careful management of costs to reduce or eliminate future losses.

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

Income from donations is included as income when these are receivable, except as follows:

i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from government and other grants, is recognised when charitable company and group has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Charitable activities
Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1. ACCOUNTING POLICIES - continued

Charitable activities
Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit and accounts preparation fees and costs linked to the strategic management of the charity.

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

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line
Freehold Property	2% per annum straight line
Building Improvements	5% per annum straight line
Motor Vehicles	20% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company and group operates a defined contribution pension scheme. Contributions payable to the charitable company and group's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due after any discounts offered.
Prepayments are valued at the amounts prepaid net of any discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Fixed asset & current investments
Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	31.12.22 Total funds	31.12.21 Total funds
	£	£	£	£
Donations	504,183	24,496	528,679	555,508
Gift aid	32,651	1,371	34,022	1,484
	536,834	25,867	562,701	556,992

3. OTHER TRADING ACTIVITIES

	Unrestricted funds	Restricted funds	31.12.22 Total funds	31.12.21 Total funds
	£	£	£	£
Room hire	40	4,620	4,660	-

4. INVESTMENT INCOME

	Unrestricted funds	Restricted funds	31.12.22 Total funds	31.12.21 Total funds
	£	£	£	£
Deposit account interest	30	17	47	-

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.22 Helping families, young people and individuals	31.12.21 Total activities
	£	£
Grants	1,268,600	1,408,316
Training services provided	3,150	14,315
	1,271,750	1,422,631

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

	31.12.22	31.12.21
	£	£
Mr Willats Charity	-	1,876
E F Bulmer Benevolent Fund	-	4,000
The Eveson Charitable Trust	74,999	750,001
West Mercia Police & Crime Commissioner	-	105,543
Building Better Opportunities	108,004	87,304
Herefordshire Council	469,908	222,733
Hereford Cathedral	30,000	32,312
Carried forward	682,911	1,203,769

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	31.12.22	31.12.21
	£	£
Brought forward	682,911	1,203,769
Hereford Mind	-	3,000
TNL Community Fund	166,615	172,667
Herefordshire Community Foundation	4,000	1,000
West Mercia Police and Crime Commissioner Exchequer Services	116,051	-
Landau Ltd	49,337	24,000
St James Church	-	3,080
Discretionary Grant Fund	-	800
Hereford Round Table	1,038	-
Lloyds Bank Foundation	27,250	-
Gannett Trust	2,348	-
Almshouse Charity	165,000	-
Gorsley Baptist Church	500	-
NIHR	2,300	-
The Jerusalem Trust	1,250	-
Benefact Trust	30,000	-
Herefordshire Community Safety Partnership	20,000	-
	1,268,600	1,408,316

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Helping families, young people and individuals	881,563	268,516	1,150,079

7. SUPPORT COSTS

	Finance	Information technology	Other	Governance costs	Totals
	£	£	£	£	£
Helping families, young people and individuals	31,069	30,925	194,552	11,970	268,516

8. NET INCOME/(EXPENDITURE)

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

	31.12.22	31.12.21
	£	£
Depreciation - owned assets	34,902	17,135
Auditors' remuneration	15,508	5,700
Operating lease payments	17,026	5,416

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

10. STAFF COSTS

GROUP	31.12.22	31.12.21
	£	£
Wages and salaries	740,069	600,260
Social security costs	56,712	43,066
Other pension costs	13,954	11,308
	810,735	654,634

CHARITY	31.12.22	31.12.21
	£	£
Wages and salaries	691,644	600,260
Social security costs	56,257	43,066
Other pension costs	13,832	11,308
	761,733	654,634

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

31.12.22	31.12.21
40	38

The full-time equivalent number of staff was 27.60 (2021: 23.90).

Total key management personnel benefits amounted to £284,787 (2021: £239,799).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	542,412	14,580	556,992
Charitable activities			
Helping families, young people and individuals	43,598	1,379,033	1,422,631
Other income	3,817	-	3,817
Total	589,827	1,393,613	1,983,440
EXPENDITURE ON			
Charitable activities			
Helping families, young people and individuals	261,918	633,321	895,239
NET INCOME	327,909	760,292	1,088,201
Transfers between funds	57,066	(57,066)	-
Net movement in funds	384,975	703,226	1,088,201
RECONCILIATION OF FUNDS			
Total funds brought forward	121,213	290,424	411,637

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	506,188	993,650	1,499,838

12. TANGIBLE FIXED ASSETS

GROUP	Freehold property £	Assets Under Construction £	Improvement to property £
COST			
At 1 January 2022	655,550	-	72,314
Additions	622,434	62,748	63,367
At 31 December 2022	1,277,984	62,748	135,681
DEPRECIATION			
At 1 January 2022	6,863	-	3,616
Charge for year	16,087	-	6,314
At 31 December 2022	19,974	-	9,930
NET BOOK VALUE			
At 31 December 2022	1,255,034	62,748	125,751
Vennture Enterprises	(619,458)		
Charity	635,576		
At 31 December 2021	648,687	-	68,698

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2022	9,870	2,499	58,363	798,596
Additions	70,214	-	12,039	830,802
At 31 December 2022	80,084	2,499	70,402	1,629,398
DEPRECIATION				
At 1 January 2022	1,729	458	43,387	56,053
Charge for year	3,617	500	8,383	34,901
At 31 December 2022	5,346	958	51,770	90,954
NET BOOK VALUE				
At 31 December 2022	74,738	1,541	18,633	1,538,444
Vennture Enterprises	(52,256)		(7,271)	
Charity	22,482		11,362	
At 31 December 2021	8,141	2,041	14,976	742,543

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.12.22	31.12.21
	£	£
Trade debtors	224,250	159,259
Amounts owed by group undertakings	861,252	-
Other debtors	-	22,065
Prepayments	6,902	20,081
	1,092,404	201,405

Of the £861,252 due to Herefordshire Vennture, £790,100 consists of a loan which has been paid to Vennture enterprises in respect of the purchase of the Merton Hotel.

GROUP

	31.12.22	31.12.21
	£	£
Trade debtors	224,250	159,259
Other debtors	129,397	22,065
Prepayments	6,902	20,081
	360,549	201,405

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

CHARITY

	31.12.22	31.12.21
	£	£
Trade creditors	25,146	38,632
Social security and other taxes	16,179	13,623
Accruals and deferred income	14,048	53,364
	55,373	105,619

GROUP

	31.12.22	31.12.21
	£	£
Trade creditors	44,336	38,632
Social security and other taxes	16,179	13,623
Other Creditors	3,538	-
Accruals and deferred income	14,048	53,364
	78,101	105,619

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

CHARITY & GROUP

	31.12.22	31.12.21
	£	£
Other loans (see note 16)	25,000	25,000

The zero interest loan of £25,000 has had no repayments made in the year. Balance remains at £25,000.

16. LOANS

An analysis of the maturity of loans is given below:

CHARITY & GROUP

	31.12.22	31.12.21
	£	£
Amounts falling due between two and five years:		
Other loans - 2-5 years	25,000	25,000

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
Fixed assets	776,190	762,254	1,538,444	742,543
Current assets	393,721	361,613	755,334	887,914
Current liabilities	(89,495)	11,394	(78,101)	(105,619)
Long term liabilities	(25,000)	-	(25,000)	(25,000)
	1,055,416	1,135,261	2,190,677	1,499,838

18. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
Non-charitable trading subsidiary	-	(65,881)	-	(65,881)
General fund	220,961	(226,339)	160,920	155,542
Raising Future Investment	235	-	-	235
Vennture Homes	284,993	699,182	(18,655)	965,520
	506,189	406,962	142,265	1,055,416
Restricted funds				
Street Pastors	(886)	(7,705)	-	(8,591)
Lean on Me	3,341	(6,952)	-	(3,611)
Family Pastors	25,773	37,445	(14,949)	48,269
Hereford Ambassadors	24,608	24,131	(6,369)	42,370
Leominster Ambassadors	285	1,000	-	1,285
Building Better Opportunities	(4,273)	24,350	(16,338)	3,739
Youth	5,916	-	-	5,916
PREVENTION4FAMILIES	105,986	871	(13,657)	93,200
Housed Homeless	25,571	(13,313)	(11,610)	648
Discretionary Grant Fund	4,007	(3,398)	-	609
26 Vicarage Road	742,344	(42,515)	-	699,829
Landau Community Prevention	6,582	3,246	(9,828)	-
Police Community Safer Streets	54,395	3,942	(12,671)	45,666
Community Renewal (HVOSS)	-	43,784	(43,784)	-
Fresh Start	-	(1,443)	1,443	-
Response Pastors	-	30,000	-	30,000
Winter Provision	-	168,352	(5,202)	163,150
Hereford vulnerability prevention	-	19,897	(9,000)	10,897
NIHR	-	2,185	(300)	1,885
	993,649	283,877	(142,265)	1,135,261
TOTAL FUNDS	1,499,838	690,839	-	2,190,677

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Non-charitable trading subsidiary	13,113	(78,994)	(65,881)
General fund	77,127	(303,466)	(226,339)
Vennture Homes	661,898	37,284	699,182
	752,138	(345,176)	406,962
Restricted funds			
Street Pastors	2,718	(10,423)	(7,705)
Lean on Me	2,927	(9,879)	(6,952)
Family Pastors	153,925	(116,480)	37,445
Hereford Ambassadors	31,067	(6,936)	24,131
Leominster Ambassadors	1,000	-	1,000
Building Better Opportunities	108,035	(83,685)	24,350
Youth	947	(947)	-
PREVENTION4FAMILIES	145,482	(144,611)	871
Housed Homeless	1,352	(14,665)	(13,313)
Discretionary Grant Fund	3,337	(6,735)	(3,398)
26 Vicarage Road	3,870	(46,385)	(42,515)
Landau Community Prevention	49,338	(46,092)	3,246
Police Community Safer Streets	116,050	(112,108)	3,942
Community Renewal (HVOSS)	226,273	(182,489)	43,784
Fresh Start	100	(1,543)	(1,443)
Response Pastors	30,000	-	30,000
Winter Provision	202,142	(33,790)	168,352
Hereford vulnerability prevention	21,000	(1,103)	19,897
NIHR	2,300	(115)	2,185
	1,101,863	(817,986)	283,877
TOTAL FUNDS	1,854,001	(1,163,162)	690,839

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	111,211	(137,316)	247,066	220,961
Raising Future Investment	10,002	(9,767)	-	235
Vennture Homes	-	474,993	(190,000)	284,993
	121,213	327,910	57,066	506,189
Restricted funds				
Street Pastors	807	(1,693)	-	(886)
Lean on Me	7,124	(3,783)	-	3,341
Family Pastors	38,382	(10,209)	(2,400)	25,773
Hereford Ambassadors	14,777	16,200	(6,369)	24,608
Leominster Ambassadors	285	-	-	285
Building Better Opportunities	6,826	195	(11,294)	(4,273)
Youth	6,178	(262)	-	5,916
COVID-19 Response	17,374	(18,191)	817	-
PREVENTION4FAMILIES	106,712	18,448	(19,174)	105,986
Housed Homeless	91,959	(62,830)	(3,558)	25,571
Discretionary Grant Fund	-	4,007	-	4,007
26 Vicarage Road	-	742,344	-	742,344
Landau Community Prevention	-	9,144	(2,562)	6,582
Police Community Safer Streets	-	66,921	(12,526)	54,395
	290,424	760,291	(57,066)	993,649
TOTAL FUNDS	411,637	1,088,201	-	1,499,838

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	89,827	(227,143)	(137,316)
Raising Future Investment	-	(9,767)	(9,767)
Vennture Homes	500,000	(25,007)	474,993
	589,827	(261,917)	327,910
Restricted funds			
Street Pastors	4,632	(6,325)	(1,693)
Lean on Me	14,955	(18,738)	(3,783)
Family Pastors	103,179	(113,388)	(10,209)
Hereford Ambassadors	37,186	(20,986)	16,200
Building Better Opportunities	87,306	(87,111)	195
Youth	1,200	(1,462)	(262)
COVID-19 Response	2	(18,193)	(18,191)
PREVENTION4FAMILIES	171,467	(153,019)	18,448
Housed Homeless	99,342	(162,172)	(62,830)
Discretionary Grant Fund	4,800	(793)	4,007
26 Vicarage Road	750,000	(7,656)	742,344
Landau Community Prevention	24,000	(14,856)	9,144
Police Community Safer Streets	95,544	(28,623)	66,921
	1,393,613	(633,322)	760,291
TOTAL FUNDS	1,983,440	(895,239)	1,088,201

18. MOVEMENT IN FUNDS - continued

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

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
Non-charitable trading subsidiary	-	(65,881)		(65,881)
General fund	111,211	(363,655)	407,986	155,542
Raising Future Investment	10,002	(9,767)	-	235
Vennture Homes	-	1,174,175	(208,655)	965,520
	121,213	734,872	199,331	1,055,416
Restricted funds				
Street Pastors	807	(9,398)	-	(8,591)
Lean on Me	7,124	(10,735)	-	(3,611)
Family Pastors	38,382	27,236	(17,349)	48,269
Hereford Ambassadors	14,777	40,331	(12,738)	42,370
Leominster Ambassadors	285	1,000	-	1,285
Building Better Opportunities	6,826	24,545	(27,632)	3,739
Youth	6,178	(262)	-	5,916
COVID-19 Response	17,374	(18,191)	817	-
PREVENTION4FAMILIES	106,712	19,319	(32,831)	93,200
Housed Homeless	91,959	(76,143)	(15,168)	648
Discretionary Grant Fund	-	609	-	609
26 Vicarage Road	-	699,829	-	699,829
Landau Community Prevention	-	12,390	(12,390)	-
Police Community Safer Streets	-	70,863	(25,197)	45,666
Community Renewal (HVOSS)	-	43,784	(43,784)	-
Fresh Start	-	(1,443)	1,443	-
Response Pastors	-	30,000	-	30,000
Winter Provision	-	168,352	(5,202)	163,150
Hereford vulnerability prevention	-	19,897	(9,000)	10,897
NIHR	-	2,185	(300)	1,885
	290,424	1,044,168	(199,331)	1,135,261
TOTAL FUNDS	411,637	1,779,040	-	2,190,677

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Non-charitable trading subsidiary	13,113	(78,994)	(65,881)
General fund	166,954	(530,609)	(363,655)
Raising Future Investment	-	(9,767)	(9,767)
Vennture Homes	1,161,898	12,277	1,174,175
	1,341,965	(607,093)	734,872
Restricted funds			
Street Pastors	7,350	(16,748)	(9,398)
Lean on Me	17,882	(28,617)	(10,735)
Family Pastors	257,104	(229,868)	27,236
Hereford Ambassadors	68,253	(27,922)	40,331
Leominster Ambassadors	1,000	-	1,000
Building Better Opportunities	195,341	(170,796)	24,545
Youth	2,147	(2,409)	(262)
COVID-19 Response	2	(18,193)	(18,191)
PREVENTION4FAMILIES	316,949	(297,630)	19,319
Housed Homeless	100,694	(176,837)	(76,143)
Discretionary Grant Fund	8,137	(7,528)	609
26 Vicarage Road	753,870	(54,041)	699,829
Landau Community Prevention	73,338	(60,948)	12,390
Police Community Safer Streets	211,594	(140,731)	70,863
Community Renewal (HVOSS)	226,273	(182,489)	43,784
Fresh Start	100	(1,543)	(1,443)
Response Pastors	30,000	-	30,000
Winter Provision	202,142	(33,790)	168,352
Hereford vulnerability prevention	21,000	(1,103)	19,897
NIHR	2,300	(115)	2,185
	2,495,476	(1,451,308)	1,044,168
TOTAL FUNDS	3,837,441	(2,058,401)	1,779,040

Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

Raising Future Investment (Designated Fund)
This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

Street Pastors
Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors
Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson and E F Bulmer Benevolent Fund both of which made grants towards this project.

People First
People First is an extension of the family mentoring support to troubled individuals and is supported by DHCLG Community Fund grant funding.

18. MOVEMENT IN FUNDS - continued

Youth
This programme includes a joint initiative/pilot (6 months) funded and supported by the Crime Commissioner and supported by Herefordshire Council and West Mercia Police. It's aim is to 'divert' 10-15 teenagers who are at risk of becoming involved in criminal exploitation.

Lean on Me
Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Grants were received in the year specifically to develop this activity.

Vennture Ambassadors (Hereford and Leominster)
This project, sponsored by PCC, Hereford Cathedral and Leominster Town Council, is to improve Hereford City Centre and Leominster Town Centre environment in the Day time economy.

Building Better Opportunities
This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

Covid 19 Response
Covid 19 Response was a range of activities initiated in direct response to the Covid-19 crisis - especially to those groups whose vulnerabilities were amplified by Lockdown and who were supported through the BRAVE programme to Build Resilience Against Endemic Vulnerabilities.

Prevention4Families
Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention - allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless
The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

Vennture Homes Fund
Vennture homes fund is a large donation from 2 donors who wish to remain anonymous. The funds are to be used for investments for charitable purposes.

Landau
Landau funds are received as part of community grants. In respect of homeless prevention and pre-employment support.

West Mercia Police & Crime Commissioner Services
Funds received are for the improvement of the safety of public places for all. Home, Office and safer streets.

Community Renewal (HVOSS)
Funding received from Hereford council via HVOSS part of the Community Renewal fund to provide mentoring to individuals in the county.

Fresh Start
Mentoring for individuals in the county.

Response Pastors
Part of Fresh start providing mentoring for individuals in the county.

Winter Provision
Funding received from Hereford Council, Hereford City council, CSP, DULHC plus others to provide Winter provision (accommodation and mentoring) for the homeless November 2022-March 2023.

Hereford Vulnerability Prevention
Funding received from the National Lottery with the aim to develop a county wide web of care for £3000 vulnerable people in Herefordshire. Will increase understanding of vulnerability amongst the local community and look to establish new community based early action and prevention initiatives.

NIHR
National Institute for Health and Care research. Funding given for the Research ready communities programme. To promote the community champion opportunity, host workshops and carry out community action plan.

19. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £4,680 (2021: £4,680).

St Barnabas is owned and ran by Hereford Diocese, of which trustees S Pratley and A Morgan are employed by Hereford Diocesan Board of Finance. Also for which Lady J Lisvane is Chair of Trustees. During the year lease payments were made to St. Barnabas amounting to £Nil (2021: £4,590). There are no outstanding amounts at the year end (2021: £Nil).

HEREFORDSHIRE VENNTURE

England & Wales - Charity number 1156851

Accounts

REGISTERED COMPANY NUMBER: 08803798 (England and Wales)
REGISTERED CHARITY NUMBER: 1156851

Report of the Trustees and

Financial Statements

for the Year Ended 31 December 2021

for

Herefordshire Vennture

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Herefordshire Vennture

Report of the Trustees
for the Year Ended 31 December 2021

The trustees present their report with the financial statements of the charity for the financial year ended 31 December 2021. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities'.

Chair's report

2021 has been a year of God demonstrating His ability to do 'exceeding abundantly above all that we might ask or think.' We end this year in an almost unbelievable position. As trustees we are mindful of the responsibility to be wise stewards of what God has given. We also face a fresh dilemma in 2022 of being asset rich and cash poor!

As our accounts show, in 2021 we continued to grow the scale and scope of our impact. In addition, we were given £750,000 by The Eveson Trust, and a further £500,000 from a donor who wished to remain anonymous. What is interesting is both gifts were given to enable Vennture to secure assets to support our further expansion[1]. These gifts were wonderful answers to prayer. They also reflected the clarity of our team's thinking about how we can address local homelessness and make rough sleeping and sofa
surfing rare, brief, infrequent and non-reoccurring. Funders have been attracted by the growing impact of our relational approach, our team's ability to deliver system change and their clarity of thought.

In the context of oscillating Covid lockdowns, the team has secured new premises, delivered the move into new premises and been undeterred in maintaining high levels of delivery - both on the street and in the home. Their first-hand experiences show how Covid has amplified local need: our street teams are seeing increased levels of anxiety and pent-up frustration; our family teams are dealing with whole new sets of problems in family relationships, mental health and school attendance. Our team working with individuals were exercised by the deaths among sofa surfers and the housed homeless, which have become the subject of a local Safeguarding Adults Review.

I must recognise the incredible perseverance of our employed team and volunteers.

- Our employed team has grown significantly - we end the year with 35 exceptional people on payroll and plans to recruit a further 5! We have been blessed by the addition of several experienced leaders to the team who have increased our leadership capacity and organisational resilience.

- Our volunteers match our paid team in their skills in Safe Working and their intelligence in Safeguarding. It has been a major challenge keeping them trained and motivated as we have moved in and out of different degrees of lockdown.

As part of our Safer Recruitment process, above all else we look for those who show integrity, resilience and a sense of vocation. As another year's Social Impact report shows, they make a remarkable difference connecting with local families, individuals, and young people. Their compassion is matched by remarkable faith - often holding hope in hopeless situations.

In another year of Covid, Vennture's relational approach has brought mentoring support to 120 struggling families, 282 individuals with tangled needs, and supported 59 people coming out of homelessness. Our Youth Mentoring pilot has worked with 18 young people and harvested valuable learning for the program's expansion. Meanwhile, our Street Presence teams have attended more than 313 incidents and provided valuable insights from surveying 248 young women to help the local police secure over £500,000 to make Hereford's streets even safer. Finally, we are on track to securing property to create 20 Fresh Start Homes for those coming out of sofa surfing.

In the office move, we came across the original strategic plan for Vennture; the plan came out of one church's prayer meeting. We have come some way from local church leaders coming together around that

[1] The Eveson Trust money was given to allow us to purchase new offices and develop flats for families coming out of homelessness. The second gift again was designated to secure further assets to develop flats for those coming out of homelessness.

bold vision with just £27 in the bank! Looking at the original plan, after eight years we have well exceeded their original vision.

The numbers speak volumes - especially as we recall they have been delivered in the ongoing Covid crisis:

1. **Reserves:** We end the year with unrestricted reserves of £506,189 and a further £993,649 of restricted funds. This meets our stated reserves policy for the first time in our 8-year rapid growth.
2. **Cashflow:** Our 2022 budget is based on carried forward restricted reserves, confirmed contracts and a conservative estimate of £70,000 other income from our £612,000 income pipeline; £162,000 of other income was secured by the end of January.
3. **Clarity:** Trustees have identified strategic issues that need addressing in the next 12 months. Other initiatives to further grow Vennture beyond the budget will be based on separate Business Plans and take into account the need to increase our leadership capacity beyond the 2 additional experienced managers we recruited in 2020.

Who knows what the future may hold? As ever, our team's appetite to help the most vulnerable is undiminished. In the coming year we are committed to further grow the scale and scope of our impact.

1. **Street Presence:** We will expand our team's work to develop a twilight presence at weekends and increase the areas we patrol as CCTV coverage is expanded.
2. **Home Presence:** We will maintain our team's capacity to support 120 families each year. We will continue to emphasise prevention and early intervention to strengthen families for children.
3. **Fresh Start:** We will grow our mentoring team to have the capacity to support 145 individuals while progressing our work in developing property to open our Fresh Start Front Doors in 2023.
4. **Youth:** We will build on this year's pilot and establish a team capable of supporting 40 young people each year.

By their very nature these and our growth necessitate change as we have gone from small to big. The team is now working hard to build back our volunteer numbers and hours. Going forward, our 10 financial priorities remain unchanged:

1. Robust monthly cashflow forecasting, monitoring and management - including modelling scenarios as we increase the amount of balance sheet transactions.
2. Ensure funded charitable activities recover overheads fully and also make an appropriate additional management charge wherever funders allow.
3. Increase the giving base from local individuals.
4. Nurture donations from high-net-worth individuals.
5. Create local business sponsorships.
6. Secure relationships with Trusts willing to make regular grants to core costs.
7. Acquire assets that can generate income, e.g. accommodation.
8. Explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions to generate unrestricted income.
10. Sell our leadership's time.

We have resourced more activity to diversify our income and begun to secure fixed assets to facilitate the diversification of income. Trustees also agreed to create a trading subsidiary: Vennture Enterprises Limited. This wholly owned company will also act as a vehicle to acquire and develop property for those coming out of homelessness.

Sam Pratley - Chair of Trustees

Risk management
The Trustees have established a risk policy and have considered the major risks to which the charity is exposed and have continued to review those risks. A risk register is maintained and updated prior to each Trustee meeting.

The Trust seeks to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.

Safeguarding and Safe working risks are managed through two Designated Safeguarding Leads (DSL) - one for adults, one for children. Each DSL is paired with their own Trustee with whom they maintain an on-going dialogue.

A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies - including updates.

OBJECTIVES AND ACTIVITIES

In accordance with the Christian principles set out in Vennture's statement of beliefs to serve the public benefit by:

- The prevention and/or relief of poverty by such means as determined by the Trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.
- The promotion of education by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local schools to improve educational outcomes.
- The relief of sickness and the preservation of health by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.
- The provision of, or assistance in the provision of, facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances, with the object of improving their conditions of life by such means as determined by the Trustees from time to time.
- To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity.

Report of the Trustees
for the Year Ended 31 December 2021

Our mission is to 'Love people better' and our vision is about 'People helping People':

1. We want Herefordshire to be a place where family and community really mean something.
2. We want to see communities caring more, streets that are as safe as possible for all at all times.
3. We want to give local families every opportunity to grow and stick together by neighbourly help that is timely and appropriate at the time of need.
4. We want local people to take responsibility for local problems - people caring, people connecting and people helping one another.
5. We want our county to be nationally recognised as the safest and best place to be a family regardless of the shape or size or background of that family.
6. We want Christian Churches across Herefordshire to work seamlessly together regardless of their tradition or denomination to enable us to bring practical meaning to the power of Jesus' love.
7. We want Jesus to be a natural part of any conversations.

Our focus is on making an impact by:

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture 'Experteers'.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

Our vision is to own new local models of welfare provision by training hundreds of ordinary people, working through social enterprise hubs rooted in our city and rural market towns. This will mean growing turnover and assets and developing nationally replicable franchise models for social impact.

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things.

Love
We recognise family is an answer no matter how messy it gets.
We encourage individuals to be and act as servant leaders in their lives, family, work and community.
We never give up on people, encouraging them to take the small steps that can lead to big changes.
We accept everyone as we find them and without condition.
We encourage people to live a life rooted in love.

Endeavour
We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives.
We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.
We take responsibility for the choices we make, encouraging others to do the same.
We use everything for learning.

Faith
We live in the light of love and recognise that love can change everything - loving God and loving others as we love ourselves.
We value each individual as special; each individual is God's handiwork with a unique mix of gifts, talents and experiences, given by Him.
We work with, serve and relate to people.
While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to The Power of Jesus' Love through practical action.

FINANCIAL REVIEW

Financial Review

Income for the year amounted to £1,983,441 (2020: £798,022), an increase of 149% on the prior year. Expenditure on Charitable Activities was £895,240 (2020: £527,593) a rise of 70%. The balance of unrestricted funds carried forward is £506,188 (2020: £121,213) whilst the balance of restricted funds is £993,650 (2020: £290,424).

Reserves policy

The trustees are pleased this year to end the year with reserves in line with their stated policy where uncommitted unrestricted funds are covering between a third and a half of committed costs in place.

For 2021 this would have required year end reserves between £298,413 and £447,620. The current level of free reserves as at the end of the financial year is £484,647.

Trustee Progress against 2021 Goals

1. **Lead significant, substantive, sustainable initiatives and evidencing impact**
    a. Our mentoring programme with struggling families and individuals has continued to grow - extending into those who are rough sleeping and sofa surfing.
    b. We progressed our work with youth; opportunity is emerging to build on our Youth Mentoring and spin it off as a strand of work in its own right alongside growing our student volunteer base through the expansion of Lean on Me.
    c. We have made significant progress in this area both in developing our proposition, *'If Vennture did Homes'*, and in securing specific properties and funding to acquire them.
    d. Our impact on Winter provision in 2019/2020 has helped shape 2020/2021 provision; our goal remains to make such facilities redundant by delivering a robust housing first model locally.
    e. We have progressed our understanding of the requirements for a user-friendly hub to make it quick and easy for vulnerable people to access the professional help they may need. We are developing how we might create a county-wide net of care.

2. **Exercise influence and promoting systems thinking in local issues**
    a. Despite Covid constraints, we are moving forward with schools Vennture's relational early prevention approach to keep children engaged in mainstream education.
    b. Our work in 2021 has further enhanced our understanding of local endemic vulnerabilities and how Covid has increased them; we have grown and strengthened our delivery teams both on street and in the home, and launched a Fresh Start Team to work with individuals.
    c. We are in the process of bringing together with West Mercia Police a 'BRAVE' plan to build a county-wide cross-sector web of care accessed instantly through the Vennture Lifeline. This will include influencing understanding of Health and Wellbeing to address issues such as adverse childhood experiences and their impact on young people, families and individuals.

3. **Innovate by listening and growing local leaders**
    a. We have expanded our leadership and recruited individuals with the potential to grow into leadership.
    b. Our Trustees have undertaken a review of their practical working and oversight as the charity expands.
    c. We are reducing the average age of our volunteer base and continue to grow our work with the colleges to expand our intern programme that has proved very successful.
    d. We have taken a major step in developing leaders by creating the first elements of a leadership development programme that we will be piloting with our first 5 people.

4. **Redefining volunteering - equipping people appropriate to the task**
    a. Our new Street Programme Manager has brought significant capacity to delivering Vennture's Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.
    b. We worked with the local policing team to secure £500,000 to make the streets of Hereford safer, providing more investment in CCTV to widen the areas where our volunteers can work safely and further investment in growing our street teams.
    c. A number of our Street volunteers have been trained in Mental Health First Aid.
    d. Covid disruption has led to a major investment in retraining volunteers.
    e. We are now focused on re-establishing and growing our Family Pastor volunteers as vital to our Home Presence team.
    f. We have grown our support team and invested in systems to increase the number of our volunteers and enhance their experience.

We have recruited a Trustee from our volunteers to ensure the voice of our volunteers is represented on our Trustees.

2020 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct - Helped with specific support	Indirect - Others who benefit
Home Presence	Families First	22	270	£ 13,500	82	196
	Prevent Family Mentoring				23	30
	Youth		-	£ -	15	
	Individuals		-	£ -	63	
Street Presence	Ambassadors	9	1,440	£ 36,000	480	550
	Covid Ambassadors	36	672	£ 16,800	644	9,812
	Street Pastors	24	126	£ 3,150	114	80
	Lean on Me	52	18	£ 450	0	0
Response Presence	Triage		-	£ -	38	
	Lifeline response		-	£ -	12	
	Phone buddies	6	420	£ 10,500	18	
	Street Link Workers	1	525	£ 13,125	36	
	Covid Housed Homeless	2	120	£ 1,800	85	
Vennture	Projects	5	460	£ 23,412		
	Covid virtual office	3	720	£ 18,000	45	
	Covid Project	1	240	£ 3,600		
	Trustees	9	554	£ 27,675		
	Total across all initiatives	161	5,565	£168,012	1,655	10,668
	2019 Comparison	162	10,112	£236,938	636	3,490

2020 Commentary

The impact of Covid is clear from the year-on-year comparison at the bottom of the table; the proportion of Covid related activity within the table shows how Covid reshaped our overall delivery.

Home Presence - Through Lockdown we maintained contact with those we were mentoring - often holding them to prevent them going downhill. Limited face to face contact restricted our influence - especially being unable to deploy volunteer mentors.

Street Presence - Through Lockdown our activity was skewed from the night time to the daytime. Restrictions have essentially closed down the night time Economy.

Response Presence - Covid has seeded this whole new area and enabled us to develop different approaches to building a web of care under BRAVE for the 5,000 vulnerable people falling outside statutory provision.

2021 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct Helped with specific support	Indirect Others who benefit
Home Presence	Families First	35	194	£9,700	178	278
	Prevent Family Mentoring					
	Youth					
Street Presence	Ambassadors	22	1,150	£ 28,750	72	1,030
	Street Pastors	32	994	£ 24,850	241	630
	Lean on Me	48	720	£ 18,000	36	72
Vennture	Projects	6	499	£24,950		
	Buildings - Fresh Start Homeless	3	127	£ 3,175	89	
	Work - Fresh Start Purpose	1	25	£1,250	70	
	Trustees	8	448	£22,400		
	Total across all initiatives	155	4157	£133,075	686	2,010
	2020 Comparison	161	5,565	£168,012	1,655	10,668

2021 Commentary

The impact of Covid continued through this year making delivery intermittent. Moving in and out of lockdown made recruitment and delivery challenging.

Home Presence – Through the lockdowns we maintained contact with those we were mentoring – often holding them to prevent them going downhill. Limited face-to-face contact restricted our influence – especially finding it difficult to deploy volunteer mentors. However, reduced restrictions meant we were able to grow both our delivery capacity and influence.

Street Presence – Lockdowns meant our activity in the night time oscillated while our daytime presence continued to grow. We were able to resume our recruitment and training of Lean on Me Sixth Form volunteers.

2021 Home Presence Initiatives

Family Mentoring

In 2021 Vennture supported 120 families - 178 adults and 278 children - a 50% increase from 2020.

- 79 families through Family Mentoring[2]
- 41 families through Vennture Prevent[3]

47% are families with single parents, which is similar to last year.

The needs addressed through Family Mentoring have remained similar since 2019. However, post-Covid the level of need has become more complex - especially mental health and children who are not attending school. All families had a combination of multiple needs, many of which are complex or inter-generational. The variance of needs between the two programmes is shown below:

[2] This work was funded though the Herefordshire Council Family Mentoring contract and additional funding from the Eveson Trust, the EF Bulmer Benevolent Fund, Diocese Social Fund and personal giving

[3] Vennture Prevent is funded by The National Lottery

Family needs and issue	Percentage of families helped				
	2019	2020	2021		
			Family Mentoring	Venntur e Prevent	TOTAL
Parenting	87%	83%	84%	86%	85%
Difficulties with the children's health	60%	70%	61%	69%	64%
Difficulties with the parent's health	52%	61%	44%	53%	47%
Need wider community involvement/nursery			48%	36%	44%
Out of work or financial difficulties	60%	43%	36%	36%	36%
Children not attending school/risk of exclusions	37%	40%	36%	17%	30%
Victim of domestic abuse (current or past)	32%	36%	35%	22%	31%
Alcohol or substance abuse	10%	11%	6%	8%	7%
Involved in crime or anti-social behaviour	10%	13%	5%	2%	5%

The number of families needing support financially, with unemployment or with housing difficulties. has steadily decreased since 2019. This is due to the temporary uplift of Universal Credit, the Government Furlough Schemes and landlords being unable to evict families during Covid. There are still several families in unsuitable or temporary accommodation, and many are predicted to return to the edge of losing their homes as things return to a post-Covid normal.

Length of support

In 2021, support was for 30 weeks with 25 visits or mentoring calls in Family Mentoring. Vennture Prevent is a longer programme and support lasted on average 11 months with 40 visits or mentoring calls. In the last 3 years there has been an increase in the total amount of support in a year. In 2021 there was a total of 610 months of support, over 1,900 visits, 600 mentoring calls and over 3,500 phone calls and emails to link with other professionals in touch.

College children	Secondary School	Primary School	Pre-school
15	97	128	38
5%	35%	46%	14%

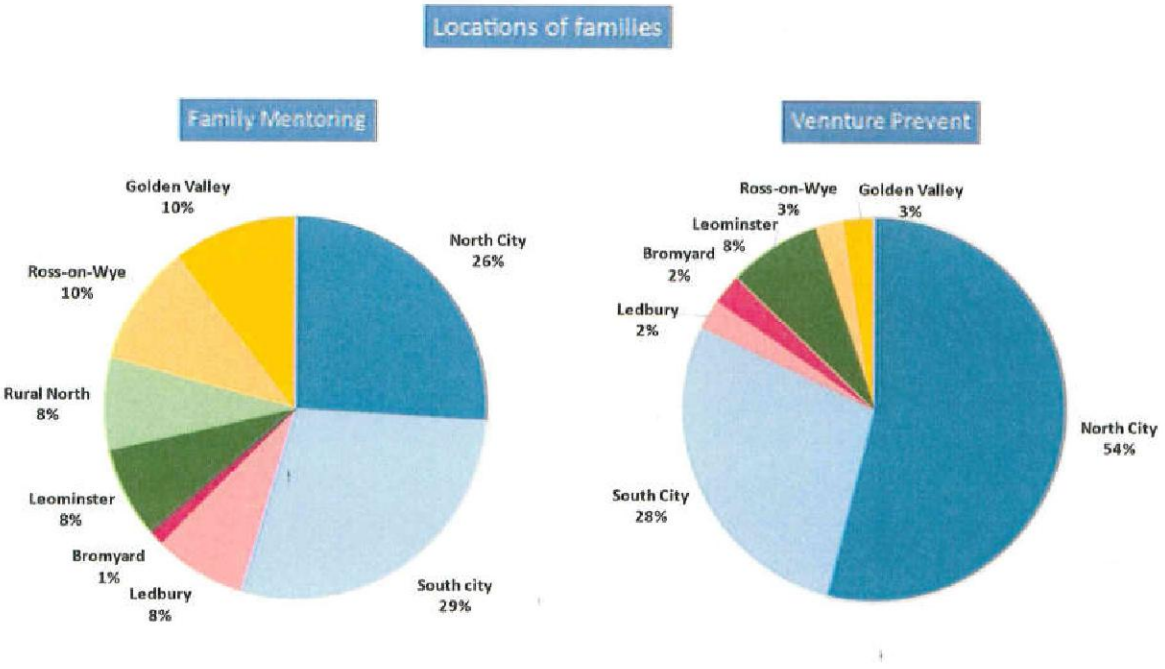
Referrals

91 new referrals were received in 2021 with 82% families accepting support, showing the continued success of our relational approach in engaging families. 35 families had continued support from 2020.

Referrer[4] supported in 21	Family Mentoring	Vennture Prevent	TOTAL	
Primary School	27	11	38	32%
Secondary School	22	12	34	28%
Health (HV, school nurse & GPs)	11	4	15	13%
Health (CLD/CAMHs)	5	1	6	4%
Social Workers/Early Help	11	8	19	16%
Nursery/ children's centres	2	0	2	2%
Other	1	5	6	5%

[4] Data does not include families which did not engage

Vennture continues its commitment to support families in market towns and rural locations as well as Hereford. However, so far, Vennture Prevent has only been introduced to a few Hereford schools as we piloted the referral route alongside the Early Help Assessment. In 2022 the support will be offered wider. In total, 53% of families supported have been in Hereford and surrounding villages while support is largely equal across the other market towns.



Young People

As part of Vennture Prevent, Vennture has pioneered offering a youth mentor to young people in the families we are supporting. In 2021 18 young people have been supported through this one-to-one support.

The Youth Mentor works alongside the Link Worker but meets the young person individually. The aim of the support is to support the young person to find their own voice and to engage with something that interests them. The process focuses on young people rediscovering meaning and purpose through personal goal setting, helping them to reprioritise their learning at school and to re-engage with the wider community. Schools have appreciated the mentor working alongside the young person.

Our support was initially modelled on the accredited XLP programme. However, in the post-lockdown world, the youth mentors have found that they are often dealing with mental health, rather than behavioural issues. Covid has multiplied and magnified these issues; some young people have struggled to set even small goals and find it hard to think about what they could achieve in a future which is bleak to them.

Many of these young people need specialist mental health treatment. However, there is a massive barrier to them engaging with the CLD (Community Learning & Development) or CAMHS (Child & Adolescent Mental Health Service); they are afraid to leave their homes, attend school, or even access counselling over the internet. They talk about how they cannot possibly share, or trust someone if they don't know who they are talking to and there is no time to form a relationship. When young people are not prepared or able to talk, then professional support is often ended or suspended.

In these circumstances, having a young mentor come to the house is powerful. The mentors undertake 'exposure work' - slowly encouraging the young person to engage, then to leave their bedrooms more, then go outside and then slowly build their confidence to be around other people. This essential work is time-consuming. The learning with these young people has helped us to re-define what 'success' looks like. Initially we aimed to involve young people in community activities; now we are focused on the smaller but significant step of helping them get out of their homes.

COVID
Covid continued to be a disruptive factor throughout 2021. Vennture Link Workers had to adapt their support to include a range of visits, mentoring calls and outside walks. Different Government measures meant families were less isolated and many children and young people were able to remain at school, relieving families of the additional stress of home schooling.

However, in this second year of Covid, we have seen a notable shift in the willingness of families to engage and increased frequency of disengagement. We have also observed significant increases in Safeguarding escalations. These trends correlate with repeated periods of enforced Covid isolation that disrupted our continuity with families.

Repeated periods of school 'bubbles' needing to isolate have increased the number and complexity of mental health issues within the young people and families. Some children with special needs also found the smaller classes sizes helpful during the lockdowns and then struggled to adapt when their classmates returned.

As reported nationally, there has been an increased demand on specialist services and therefore an increased waiting time. To help Vennture support families more effectively while they waited for these services, Vennture Family Link Workers have undertaken training in Non-Violent Restraint [5] and Reducing Parental Conflict. Parents have appreciated these approaches alongside the Vennture relational approach.

IMPACT
The impact of our work is best understood through work with specific families:

Vennture Prevent impact

Katerina[6] is a single mum, who had missed the early years of her children's development as she was working in the UK while her children remained with her parents in Europe. When the children came to join their mother, Katerina needed support to help the children adjust to a different country, culture and family unit. At the start of the support, the children were challenging in their behaviour, demanding toys and refusing to go to school. Extreme behaviour at school was starting to require one-to-one intervention out of the classroom.

Vennture Prevent allowed Katerina to be visited weekly and to be given bespoke parenting strategies on how to establish boundaries. Over time she gained the confidence to start to say 'no' when needed and was supported with visits and phone calls as the children tested out these new challenges. Vennture also provided access to the resources in Katherina's own language where she was able to learn about child development. Katerina worked hard to establish a close bond and trust that she had previously missed with her children.

Katerina now feels able to take the children out for family trips. Getting to school is prioritised so the children can feel more settled before they start their learning. Behaviour has improved both at home and in school.

Youth Mentoring impact
Mark[7] had anger management issues. He always messed around at school, consistently getting warnings, detentions and even fixed term exclusions.

The Youth Mentor found when he started meeting up with Mark that he was a young lad who did not have many experiences with activities and social events. He arranged his visits to include going out for coffees, walks and talks. The Mentor widened Mark's experiences - taking him to The Matrix and Flip Out Activity Centres and taking Mark out for a meal as a reward. Work on friendships, consequences, and choices all inspired Mark to see what behaviours and choices he needed to change.

Mark is now succeeding in school. He has received 13 achievement points within the first term. Mark says that he is more aware of his reactions and has learned how to think before acting. He is now a core part of a local sports club which he is enjoying.

Family Mentoring impact
Sam and Lily[8] were a young family. They lived with parents when Sam underwent chemotherapy for cancer. They had just moved into their own home but were exhausted by their young daughter who was waking frequently in the night. Mum was struggling to keep up with the housework and Vennture was asked to support the family with organisation, budgeting and accessing support for baby.

The Vennture Link Worker's gentle approach allowed the family over time to build trust and share how the wider family situation was making both parents very anxious and lack confidence to parent their child. They shared about

[5] Non-Violent Restraint – strategies to support parents who have children with challenging behaviour without having to resort to restraint
[6] Not her real name
[7] Not his real name
[8] Not their real names

their own health fears, which were heightened due to the pandemic and long periods of self-isolation because Sam was very vulnerable.

The Link Worker planned a range of support for Sam and Lily through the lockdowns including regular phone calls and walks outside with mum and baby. They were helped to get baby into a good sleep routine and to create a safer and more stimulating environment around the home.

Sam and Lily were helped to discuss their different values on housework, and how their past influenced this with the result that they came to a better understanding as a couple. They were also supported with their finances and with a PIP claim which allowed Sam to access a more suitable job. Sam was supported to understand how he could better cope with his on-going cancer treatment.

Family Feedback

As part of our learning, we ask for feedback from each family when we exit our formal involvement with them:

- 100% said the Link Workers and volunteers were approachable.
- 100% understood the challenges that the family were facing.
- 94% said Vennture had met their needs effectively.
- 100% said they were clearer about the life they wanted and how to achieve this.
- 89% said they could cope better.
- Only 76% said they were less worried about the future. Those who continued to be concerned were those that had a child with special needs or an estranged partner who continued to be difficult.

Our goal is to help families help themselves. Typical qualitative feedback is summed up in these quotes:

- *'You have helped me with patience! The support made me less anxious and reduced the pressure. It was good to talk things through with another person and a different point of view helped us understand our children better.'*
  Mother and Father
- *'I learnt how to listen - not to fight over an opinion with my granddaughter. She is now sitting down and telling us about her issues and this is a big improvement.'*
  Grandma bringing up her grandchild

- *'I have never felt judged and always felt valued. You have always gone above and beyond and have helped me get my family to safety.'*
  Young mum who had been experiencing domestic abuse

- *'You were brilliant with the children and they loved you. I loved it as I could actually tell you stuff as you were so easy to talk to.'*
  Single mother struggling with behaviour of children

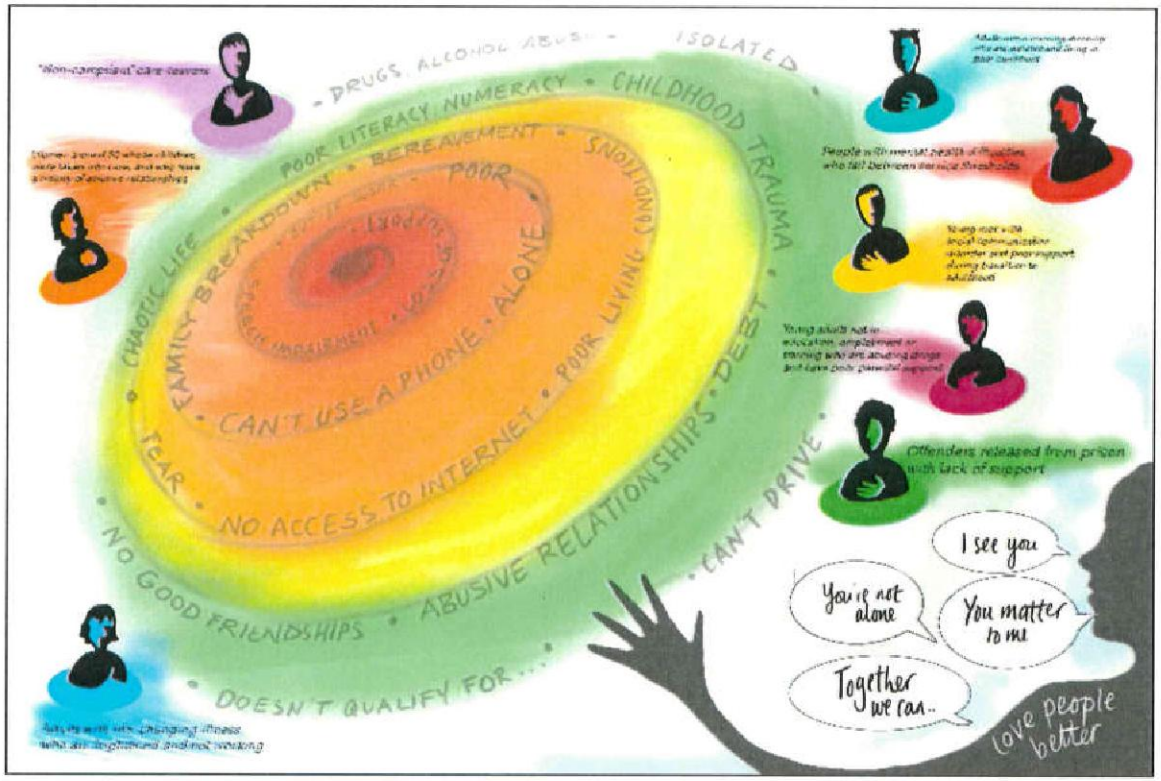
- *'Having the Link Worker in the home meant we had someone who could see the positive stuff we were doing, but she would also challenge us if we needed it. This was ok because we came to trust her. We are in a totally different place, compared with when you met us. We have strategies in place which help us and our children keep calm and allow us in time to find out what the problem really is.'*
  Parents with a child with special needs

- *'Thank-you for all your help and support when life felt like a black hole. Much happier times now.'*
  Comment from family who phoned up to let us know how well things were going

2021 Fresh Start initiatives - *Fresh Homes...Fresh Purpose...Fresh Connections*

In 2021 we have consolidated all our work with individuals working as a single team under the Fresh Start banner. This includes work funded through Building Better Opportunities, Homeless Winter Provision, Community Renewal Fund, as well as numerous smaller grants and donations. Consolidating this team allows us to sustain programmes despite funding that often ebbs and flows. This enables us to better deliver an ambitious agenda born out of Lottery-funded development work to make rough sleeping and sofa surfing in Herefordshire rare, brief, infrequent and non-reoccurring.

Our work over the last 2 years has proven that too many vulnerable people in Herefordshire are locked into support systems that deny them the ability to self-determine and trap them in destructive lifestyles. 'Vennture Fresh Start' aims to create a way out of living on the edge of eviction or sofa surfing or rough sleeping for those who want it and put them back in the lead.



Fresh Start connects 3 well-researched elements of best practice to take people out of this vicious vortex:

Purpose - a forgiving employment environment to develop skills and financial independence.

Homes - safe, secure, well-purposed living environments with their own front doors.

Connections - positive, healthy influences and well-structured relational support.

2021 Funding Strands

Building Better Opportunities (£419,000) is now in its 4th year with view to ending in March 2023. No further extensions are expected after this date due to European Social Funds ending.

Housed Homeless Link project (£125,000) came about because of Covid; it was focused initially on supporting those that were temporarily housed as part of 'Covid everyone in'. Funding for this will end in March 2022.

Landau Community Grant (£40,000) funds our triage of individual referrals from across the county.

Community Renewal Fund (£270,000) is post-Covid short-term funding that allows us to work further upstream with our Homeless Prevention project. This opportunity is focused on community development approach to move people closer into employment as part of the Covid recovery plan. This funding ends December 2022 and is believed to be a pre-curser for future funding under the Prosperity Fund.

Vennture Homes funding (£1,250,000 capital) has allowed us to move forward with our plans to develop 30 Fresh Start Homes with wrap-around support by acquiring Vicarage Road and securing a local hotel to convert into stand-alone flats.

Referrals

In total we supported 140 people across our Fresh Start Programmes.

	BBO	Housed Homeless	Prevention
Individuals	37	69	34
Male	24	45	22
Female	13	24	12

Many individuals present with a tangled web of needs.

Housing	Mental Health	Alcohol dependency	Drugs dependency
107	108	64	56

Triage

From July, we instigated a referral triage process focused on 'Early Identification, Prevention and Support' to make real 'Right Support at the Right Time' in a context where local public agencies are struggling to meet demand for public services and where individuals value Vennture's relational approach.

July 2021 - November 2021

Total referrals		112	Many individuals present with a tangled web of needs	
Age range			Issues:	
	< 25	16	Personal needs/debt	45
	26-35	27	Substance use	37
	36-50	38	Mental Health	49
	50 plus	31	Substance abuse	37
	Females	43	Rough sleeping or Sofa Surfing	43
	Males	69		

Safeguarding

Through 2021 we experienced significant increases in safeguarding concerns across the adults we support; an unusually high number of untimely local deaths prompted the local Safeguarding Board to commission a Safeguarding Adult Thematic Review. 2 individuals, who we supported over the last two years, passed away and many others were close to those who passed away.

We have stepped up our already rigorous Safeguarding processes and support for our Link Workers and volunteers:

- We now share monthly briefings with the Police problem-solving team to develop risk mitigation plans with a clear escalation pathway.
- Internal team sessions focus on existing and fresh concerns: reviewing risk assessments, safe working, escalation processes and team and individual well-being.
- We initiated and led a cross-sector 'Breaking the Cycle' group focused on preventing deaths by early identification of those at risk of harm to themselves or other - making sure each individual was fully understood and when appropriate a 'Team Around the Individual' process was instigated.

Homelessness

Homeless Link Big Lottery Winter Transformation funding (1 December 2020 - 31 March 2021) further grew our cross-sector working with those rough sleeping and sofa surfing.

We delivered a 'step change' across winter provision response, providing a safe place and support for 59 individuals. The work of 3 Street Link Workers, working with our Street Pastors and Street Ambassadors provided an almost immediate response to those presenting on the street. We transformed a traditional shelter approach with a 3-tier Housing and Support model:

Tier One: Cluster of 7 Units for individuals with high multiple complex needs
Tier Two: B&B provision for individuals with low-medium needs
Tier Three: Street Box support to deliver to 'park bench' for those refusing help.

Delivery involved:

Link Workers ensuring the individual was in the lead, shared their story once, and led trauma informed approaches. The team pioneered 'Teams Around the Individual' to co-ordinate professional, holistic, interventions

that grew partner accountability.

Accommodation options that integrated Support Pathways, Covid-safe practice, repurposed tier 3 flats and much closer working with the owners and managers of B&B accommodation.

Community involvement through 'On the street' uniformed volunteers providing 'a responsive caring capability' to the Police and county-wide CCTV team working out of a contact hub that tracked each person presenting as homeless.

We were able to harvest rough sleeper data and intelligence to better address the needs of the most entrenched rough sleepers and the emerging homeless, and anticipate the challenges of those on the edge of losing their tenancy as Covid eviction restrictions were eased.

December 2020 to March 2021

Referrals		Many individuals present with a tangled web of needs	
Predicted in November	17		
Actual by end of March	59		
Age range		**Issues:**	
< 25	12	Care leaver	9
26-35	19	Physical Disabilities	8
36-50	18	Learning difficulties	5
50 plus	10	Mental Health	35
Females	9	Substance abuse	30
Males	50	Drugs alcohol & mental health combined	10
Connection to services		Offending history	23
New to service	24	Domestic violence perpetrator	13
3-12 months	10	Domestic Violence victim	6
1-5 years	10		
5 years +	15	**Reasons for presenting homeless**	
		Leaving custody	8
		Relationship breakdown	14
		Family breakdown – including parental eviction	12

Our goal remains to make rough sleeping and sofa surfing rare, brief, infrequent and non-reoccurring in Herefordshire. Historic approaches separating accommodation from the provision of support from the provision of work opportunities have added to the problems and disempowered those wanting change from challenging lifestyles.

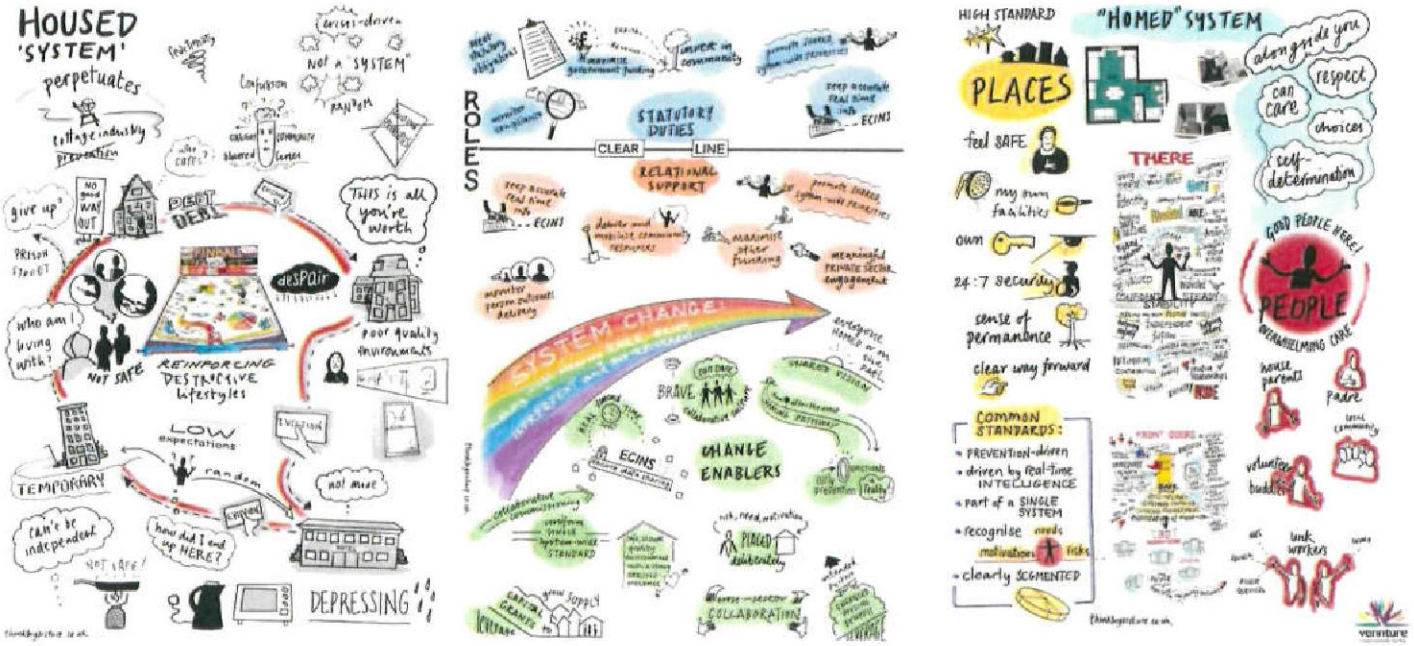
Through 2021 we have established a very clear model for how this can be achieved through our Fresh Start approach. This is illustrated in our 'Housed to Homed' model. Central to the goal is the need for capital investment to create safe, secure, well-purposed Vennture Fresh Start Homes.

Overview of Journey from *'Housed System'* to *'Homed System'* in terms of experienced Living Environments

Making Rough Sleeping and Sofa Surfing, rare, brief, infrequent and non-reoccurring

Learning from our successes and putting people in the lead when it comes to their environment:

'How my present environment is' ***'What will bring about change in my environment'*** ***'What my environment needs to be'***



Fresh Start Homes

The Fresh Start programme requires at least 30 new, safe, secure and well purposed front doors. 2021 has shown that while grant and public funding is available to convert already owned property, it is not readily available to purchase property.

Vicarage Road - 4 flats

During the year the charity received a capital grant of £750,000 to purchase a property in Vicarage Road, Hereford. This property is now an operating and training hub for the charity and, subject to planning approvals, the remaining part of the building will be converted into 4 supported living accommodation units and a pre-school nursery.

The building cost £633,525. The balance of the grant £116,475 is being used in Phase 1 to convert and refurbish part of the building from its previous use into office accommodation. During the financial year 2021 £72,315 was spent in Phase 1. The balance of the grant £44,160 will be spent completing the works in early 2022.

It is planned to seek additional funds during 2022 to provide the resources to complete Phase 2 of the refurbishment works and to provide the capital to convert the designated area of the building into the residential units. It is proposed that, subject to planning and regulatory approvals, the space designated for the nursery will be provided on a long-term lease to an existing nursery operator who will fund any conversion works themselves.

The Merton Hotel - 10 flats

During 2021 the charity has been working on a programme to purchase The Merton hotel in Hereford City with a view to converting it into further residential units. Expenses for this project during 2021 were £32,762. These costs were incurred for advice and reports from Architects, Surveyors, Solicitors and other professionals who have assisted with this project.

This work has been funded by a further £500,000 gift designated to the development of Fresh Start and related capital projects.

2021 Street Presence

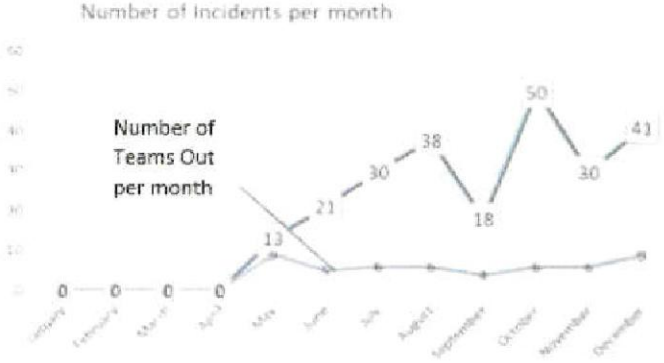
Street Pastors

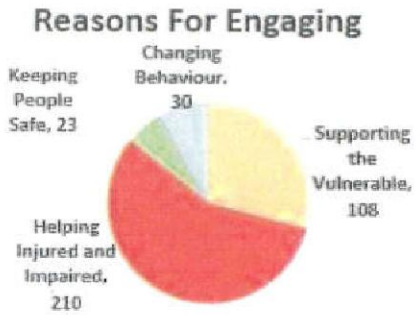
Street Pastors commenced patrols on 1 May. The number of incidents per month generally increased until November, with the busiest month being October in which 50 incidents were responded to. This contrasts data from 2020 which saw fluctuation in incident numbers each month (likely resulting from lockdowns) and February holding the highest number of incidents Street Pastors responded to. Both 2020 and 2021 were subject to 4-5 months in which no patrols took place due to Covid; however, an increase of 113 incidents were responded to in 2021 - a total of 241.

Reasons for engaging were distributed similarly to preceding years, with over half concerned with 'helping the injured and impaired' and roughly a quarter for 'supporting the vulnerable'. This distribution mirrors the data from 2020 with only a slight proportional increase in 'keeping people safe'.

People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
		Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	
241	50	497	139	22	211	141	101	489

Engagements	
Isolated/Alone	25
Lost/Left Group	5
Upset	25
Vulnerable	41
Can't Get Home	8
Injured	32
Subject of Predator	5
Possible Predator	5
Intoxicated	162
Possible Drug Use	14
Homeless	5
Physical Altercation	9
Suspicious Behaviour	6
Suicidal	2
Victim of Crime	2
Protected	79
Reunited	52
Thank you's received	370





- *'We just wanted to say an enormous thank you for your efforts in caring for our daughter last night. You became involved outside Play (Nightclub) where she was with her friend and the bouncers - unable to walk or speak coherently. Having spoken to her friend today it is clear that you took her in your car to the hospital, ensured that her friend was able to get there too to give them our daughter's details and then took her friend home safely. Our daughter had been spiked and although cannot remember any of what happened she seems otherwise ok today.'*
  MEMBER OF THE PUBLIC

2021 Street Presence

Ambassadors

The Ambassador team is currently comprised of 18 volunteers, committed to providing a calm, reassuring presence on the streets of Hereford. Having engaged with over 1,030 individuals in 2021, and having made 256 interactions with local businesses, Ambassadors are known to the community as a friendly presence that can provide a quick response to incidents as they occur. Typically, the presence is provided throughout the daytime although, following the Hereford Safer Streets Bid, Ambassador shifts have been trialled in the evenings in an effort to increase the safety of our streets.

Interventions	
Triage	22
Directions	108
Upset	3
Vulnerable	14
Young and Irresponsible	9
Injured	7
Missing Person	1
Informed CCTV	15
Intoxicated	3
Possible Drug Use	4
Homeless	26
Advice	16
Suspicious Behaviour	2
Suicidal	1
Victim of Crime	0
Who are Ambassadors	208
Directions	108
Thank you's received	128

In 2021 the Ambassadors dealt with 72 incidents of a serious nature, almost 75% of which were concerned with 'supporting the vulnerable' and 'keeping people safe'. This is a huge proportional increase of engagements in these areas compared to 2020 – in which over half of all engagements were 'helping the injured and impaired'.

Throughout the year, teams have engaged with 26 homeless individuals, providing support in numerous ways: handing out blankets, signposting to emergency housing, ensuring they are supported by Vennture's Fresh Starts team and ultimately being there to listen, care and support these individuals through difficult times. Ambassadors have also responded to 19 injured/impaired individuals and on 4 occasions required an ambulance to be called.

As evidenced, the Ambassadors support the community in numerous ways, including clearing litter. In 2021 alone, they collected 1,431 pieces of litter (including drug paraphernalia, bottles, and broken glass), nearly 5x the amount collected in 2020. Ambassadors also help to make the City of Hereford a safer place through informing and reporting on anything out of the ordinary. For example, they have informed CCTV on 15 occasions, reported 22 incidents, and requested police assistance several times throughout the year.

People Helped	Teams Out	Clearing			Handed Out			Agency Interactions
		Bottles	Broken Glass	Litter	Blankets	Water	Lollipops	
72	230	387	98	940	2	13	13	261

Looking Forward

There are many aspirations for the future of Ambassadors. We are hopeful that a presence 7 days a week will one day be possible, as well as weekend twilight patrols to encourage safer streets.

Furthermore, expansion to nearby market towns is an idea set to flourish in 2022. We look forward to new uniforms (including a range of uniform sizes and military grade raincoats) and expanded patrols, pending the installation of new CCTV cameras in areas outside of town centre—purchased thanks to the Safer Streets Bid. This would be in areas such as Aylestone Hill, Whitecross and Bishop's Meadow.

2021 Street Presence

Lean on Me

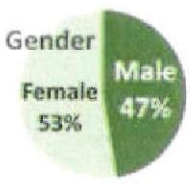
Between 21 March 2020 and 17 July 2021, Lean on Me remained closed due to Covid. The centre re-opened on 24 July 2021. Since then, 36 individuals have been supported throughout the year, staying with us for an average of 1hr 15mins. Throughout the 15 shifts across the year an average of 2.4 people were helped per shift, which is concordant with the average number of people helped throughout the same period in 2019.

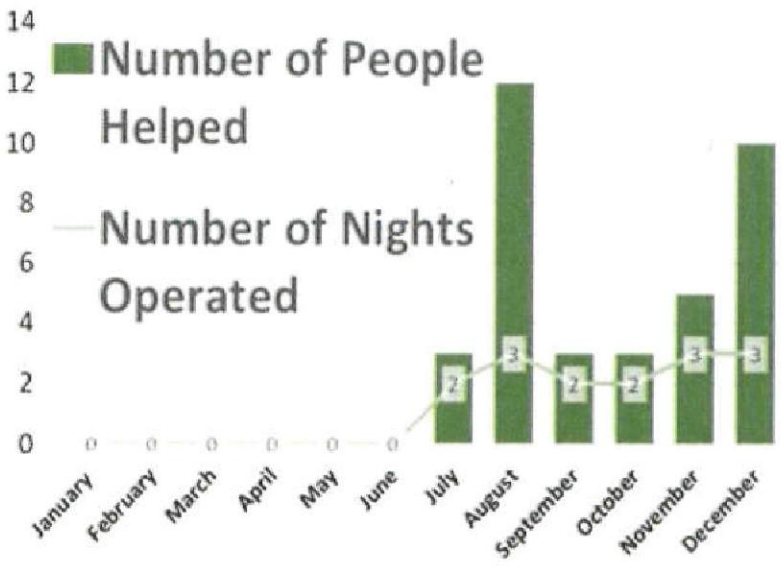
The type of support offered at Lean on Me varies, with supervised recovery being by far the most abundant, followed by individuals who use the centre as a safe place. This was also found to be the case in 2019, with only a slight proportional increase of individuals requiring emotional support in 2021.

One of the primary aims of the centre is to reduce stress on the NHS - evidenced by the number of saved ambulance callouts and A&E admissions. In 2021, a total of 23 ambulance call outs and 17 A&E admissions were prevented, saving the NHS roughly £9,239 which is £4,090 more than the savings reported over the same period in 2019.

People Helped	Nights Operated	Impacts			Support Given				Average Time Invested
36	15	Ambulances saved	A&E Admissions saved	Police Custody saved	Supervised Recovery	First Aid	Safe Place	Emotional Support	1hr 15mins
		23	17	1	23	6	10	8	

Assessment	
Alcohol	27
Drugs	5
Mental Health	4
Head Injury	2
Environment	5
Epilepsy	0
Stroke	0
Diabetic	1
Not Eaten	0





2022 Vennture's core objectives

1. **Lead significant, substantive, sustainable initiatives and evidencing impact**
   a. Further increase the size of our mentoring programme with struggling families and individuals with continued emphasis on prevention.
   b. Further develop our approach to support young people and create a dedicated Youth Mentoring team.
   c. In a post-Covid world, deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds, including developing programmes with Hereford College of Arts.
   d. Deliver the first 4 of 20 NEW starter homes as part of our Fresh Start offer for those wanting to leave and/or avoid the destructive lifestyles, rough sleeping and sofa surfing.
   e. Deliver a user-friendly multi-purpose hub and John Venn Visitor Centre to make it quick and easy for vulnerable people and those facing eviction to access the help they may need.
   f. Establish a deliverable business plan to make Vennture Enterprises a significant trading arm generating unrestricted funds to support and enhance our social impact.

2. **Exercise influence and promoting systems thinking in local issues**
   a. Become the first choice in 5 schools for prevention work with children and young people to keep children engaged in mainstream education.
   b. Work collaboratively to build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.
   c. Build a stronger and wider community network and resource to complement the work of statutory agencies in prevention.
   d. Enhance and invest in Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams to prevent the escalation of low-level emotional and mental health issues.

3. **Innovate by listening and growing local leaders**
   a. Further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.
   b. Recruit with succession planning in mind.
   c. Deliver a legacy project focused on a structure approach to developing Vennture people, delivery managers and leaders of the future.
   d. Continue to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s.
   e. Deliver the Fresh Start proposition to begin to reshape thinking about addressing and preventing escalation into homelessness and destructive lifestyles.

4. **Redefining volunteering - equipping people appropriate to the task**
   a. Utilise our enhanced support team and systems to build our support, volunteer and donor base.
   b. Deliver the Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.
   c. Grow volunteering relevance in our core programmes so we have 200 volunteers trained in Mental Health First Aid.
   d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
   e. Recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

Going concern

Further to the challenges described within the Chairman's report, at the year end the charity had unrestricted funds of £506,188 of which £484,647 are free reserves.

The trustees have worked hard to restore and grow unrestricted reserves after the previous year end. This work includes increasing the value of contracts, making series of grant applications and courting further business sponsorship. The trustees are confident that their efforts will safeguard the continued solvency of the charity and long-term sustainability. Unrestricted funds balance at the year end £506,188 (2020: £121,213).
Meanwhile, they are continuing to closely monitor cash flow and the balance sheet position, keep a tight control on costs and carefully manage the delivery of their core service contracts.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Structure, governance and management
The charity is registered under number 1156851, and is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

Induction and training of new Trustees
The Trustees are committed to following best practice as defined by the Charity Commission.

Organisational Structure

The employed management team conduct day to day operations and provide progress reports to the meetings of trustees. The trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and the creation of new roles.

The trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions logged. Trustees receive budget proposals in November for the following year. Trustees sign-off independently examined accounts for the previous year in March, prior to lodging with the Charity Commission.
Trustees are allocated according to their skill set to support each area of the charity's operation:

Chair
Finance
Safeguarding and Safe working
HR
Buildings and Assets
Home Presence
Street Presence
Homeless

Each trustee maintains an on-going conversation with their relevant programme lead - meeting on a regular basis.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venn Legacy Centre
45 Venns Lane
Hereford
Herefordshire
HR1 1DT

Trustees
Lady J Lisvane Director
P J Nugent Director
S R Pratley Director
A Morgan Director
A Butterfill Director
N Jones-Clark Director
S J D Tarlton Director (resigned 15.3.21)
D Hider Director (appointed 15.3.21)
S M Sully (appointed 30.3.21)

Auditors
Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors
Coulson Read Lewis
St Peter's Chambers
14a St Peter's Street
Hereford
HR1 2AE

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Herefordshire Vennture for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on 8/7/22 and signed on its behalf by:

S R Pratley - Trustee

Report of the Independent Auditors to the Trustees of Herefordshire Vennture

Opinion

We have audited the financial statements of Herefordshire Vennture (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the sector in which it operates.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;

- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

- Assessing the design effectiveness of the controls in place to prevent and detect fraud;

- Assessing the risk of management override including identifying and testing journal entries;

- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgery

Thorne Widgery Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 15/7/22

Note:

The maintenance and integrity of the Herefordshire Vennture website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Herefordshire Vennture

Statement of Financial Activities
for the Year Ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	31.12.21 Total funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	542,413	14,580	556,993	49,973
Charitable activities	3				
Charitable activity		43,598	1,379,033	1,422,631	735,074
Other income		3,817	-	3,817	12,975
Total		589,828	1,393,613	1,983,441	798,022
EXPENDITURE ON					
Charitable activities	4				
Charitable activity		261,919	633,321	895,240	527,593
NET INCOME		327,909	760,292	1,088,201	270,429
Transfers between funds	16	57,066	(57,066)	-	-
Net movement in funds		384,975	703,226	1,088,201	270,429
RECONCILIATION OF FUNDS					
Total funds brought forward		121,213	290,424	411,637	141,208
TOTAL FUNDS CARRIED FORWARD		506,188	993,650	1,499,838	411,637

Herefordshire Vennture

Balance Sheet
31 December 2021

	Notes	31.12.21 £	31.12.20 £
FIXED ASSETS			
Tangible assets	10	742,543	13,773
CURRENT ASSETS			
Debtors	11	201,405	13,272
Cash at bank and in hand		686,509	424,563
		887,914	437,835
CREDITORS			
Amounts falling due within one year	12	(105,619)	(14,971)
NET CURRENT ASSETS		782,295	422,864
TOTAL ASSETS LESS CURRENT LIABILITIES		1,524,838	436,637
CREDITORS			
Amounts falling due after more than one year	13	(25,000)	(25,000)
NET ASSETS		1,499,838	411,637
FUNDS	16		
Unrestricted funds		506,188	121,213
Restricted funds		993,650	290,424
TOTAL FUNDS		1,499,838	411,637

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

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

The trustees acknowledge their responsibilities for

(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.

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

Balance Sheet - continued
31 December 2021

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

The financial statements were approved by the Board of Trustees and authorised for issue on

8/7/22 and were signed on its behalf by:

S R Pratley - Trustee

Herefordshire Vennture

Cash Flow Statement
for the Year Ended 31 December 2021

	Notes	31.12.21 £	31.12.20 £
Cash flows from operating activities			
Cash generated from operations	1	1,007,851	289,254
Net cash provided by operating activities		1,007,851	289,254
Cash flows from investing activities			
Purchase of tangible fixed assets		(745,905)	(11,362)
Net cash used in investing activities		(745,905)	(11,362)
Change in cash and cash equivalents in the reporting period		261,946	277,892
Cash and cash equivalents at the beginning of the reporting period		424,563	146,671
Cash and cash equivalents at the end of the reporting period		686,509	424,563

Notes to the Cash Flow Statement
for the Year Ended 31 December 2021

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

	31.12.21 £	31.12.20 £
Net income for the reporting period (as per the Statement of Financial Activities)	1,088,201	270,429
Adjustments for:		
Depreciation charges	17,134	12,216
(Increase)/decrease in debtors	(188,293)	6,230
Increase in creditors	90,809	379
Net cash provided by operations	1,007,851	289,254

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.12.21 £
Net cash			
Cash at bank and in hand	424,563	261,946	686,509
	424,563	261,946	686,509
Debt			
Debts falling due within 1 year	(161)	161	-
Debts falling due after 1 year	(25,000)	-	(25,000)
	(25,161)	161	(25,000)
Total	399,402	262,107	661,509

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Going Concern and the impact of COVID19
Due to the current situation with the COVID19 pandemic, the trustees have considered the basis on which the financial statements have been prepared and feel the going concern basis is appropriate. See the trustees report for further information and below:

The board is confident that the Chief Executive and Management team are providing effective leadership to ensure the long-term security during these unprecedented times.

The leadership team is taking a strategic approach to planning for this to mitigate any effect and ensure Vennture remains a viable concern in the coming years.

At the year end the organisation has made its highest recorded surplus and has Free Reserves of £484,647 with a total cash at bank balance of £686,509.

The board will continue to monitor and review the activities and provide strong and clear governance.

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

Income from donations is included as income when these are receivable, except as follows:

i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from government and other grants, is recognised when charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

1. ACCOUNTING POLICIES - continued

Charitable activities
Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit and accounts preparation fees and costs linked to the strategic management of the charity.

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

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line
Freehold Property	2% per annum straight line
Building Improvements	5% per annum straight line
Motor Vehicles	20% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due after any discounts offered.
Prepayments are valued at the amounts prepaid net of any discounts due.

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Fixed asset & current investments
Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

1. ACCOUNTING POLICIES - continued

Cash and bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. DONATIONS AND LEGACIES

	31.12.21	31.12.20
	£	£
Donations	555,509	47,980
Gift aid	1,484	1,993
	556,993	49,973

Donations and Gift Aid received are split £37,606 unrestricted and £519,387 restricted (2020: £38,727 unrestricted and £11,246 restricted).

3. INCOME FROM CHARITABLE ACTIVITIES

	31.12.21 Charitable activity	31.12.20 Total activities
	£	£
Grants	1,408,316	733,370
Training services provided	14,315	1,704
	1,422,631	735,074

Grants and training services income received are split £60,914 unrestricted and £1,361,717 restricted (2020: 102,514 unrestricted and £632,560 restricted).

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

	31.12.21	31.12.20
	£	£
Mr Willats Charity	1,876	4,166
Garfield Weston Foundation	-	50,000
E F Bulmer Benevolent Fund	4,000	500
The Eveson Charitable Trust	750,001	35,000
West Mercia Police & Crime Commissioner	105,543	5,752
Building Better Opportunities	87,304	73,865
Herefordshire Council	222,733	147,610
Hereford Cathedral	32,312	28,404
Hereford Mind	3,000	3,000
TNL Community Fund	172,667	342,615
Herefordshire Community Foundation	1,000	14,000
Job Centre Plus	-	3,322
Covid Job Retention Scheme	-	1,134
B&Q Foundation	-	5,000
Allchurches Trust	-	9,000
Social Investment Business	-	10,002
Landau Ltd	24,000	-
St James Church	3,080	-
Discretionary Grant Fund	800	-
	1,408,316	733,370

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 5)	Totals
	£	£	£
Charitable activity	750,398	144,842	895,240

5. SUPPORT COSTS

	Finance	Information technology	Other	Governance costs	Totals
	£	£	£	£	£
Charitable activity	17,684	34,207	87,251	5,700	144,842

6. NET INCOME/(EXPENDITURE)

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

	31.12.21	31.12.20
	£	£
Auditors' remuneration	5,700	4,095
Depreciation - owned assets	17,135	12,215
Audit/Independent Examination Fees	5,700	3,600
Auditors remuneration - other services	-	495
Operating lease payments	5,416	7,576

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2021 nor for the year ended 31 December 2020.

8. STAFF COSTS

The aggregate payroll costs were:

	2021	2020
	£	£
Wages and salaries	600,259	377,088
Social security costs	43,066	26,498
Pension contributions	11,308	6,791
	654,633	410,377

The average number of employees during the year was 38 (2020: 27).
The full time equivalent number of staff was 23.90 (2020: 15.05).

Total key management personnel benefits amounted to £239,799 (2020: £155,847).

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	38,727	11,246	49,973
Charitable activities			
Charitable activity	102,514	632,560	735,074
Other income	3,243	9,732	12,975
Total	144,484	653,538	798,022
EXPENDITURE ON			
Charitable activities			
Charitable activity	108,602	418,991	527,593
NET INCOME	35,882	234,547	270,429
Transfers between funds	55,375	(55,375)	-
Net movement in funds	91,257	179,172	270,429
RECONCILIATION OF FUNDS			
Total funds brought forward	29,954	111,254	141,208
TOTAL FUNDS CARRIED FORWARD	121,211	290,426	411,637

10. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
COST			
At 1 January 2021	-	-	5,362
Additions	655,550	72,314	4,508
At 31 December 2021	655,550	72,314	9,870
DEPRECIATION			
At 1 January 2021	-	-	1,090
Charge for year	6,863	3,616	639
At 31 December 2021	6,863	3,616	1,729
NET BOOK VALUE			
At 31 December 2021	648,687	68,698	8,141
At 31 December 2020	-	-	4,272

10. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 January 2021	-	47,329	52,691
Additions	2,499	11,034	745,905
At 31 December 2021	2,499	58,363	798,596
DEPRECIATION			
At 1 January 2021	-	37,828	38,918
Charge for year	458	5,559	17,135
At 31 December 2021	458	43,387	56,053
NET BOOK VALUE			
At 31 December 2021	2,041	14,976	742,543
At 31 December 2020	-	9,501	13,773

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Trade debtors	159,259	3,500
Other debtors	22,065	-
Prepayments	20,081	9,772
	201,405	13,272

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Bank loans and overdrafts (see note 14)	-	161
Trade creditors	38,632	2,196
Social security and other taxes	13,623	8,894
Accruals and deferred income	53,364	3,720
	105,619	14,971

13. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.12.21	31.12.20
	£	£
Other loans (see note 14)	25,000	25,000

The zero-interest loan of £25,000 has had no repayments made in the year. Balance remains at £25,000.

14. LOANS

An analysis of the maturity of loans is given below:

	31.12.21	31.12.20
	£	£
Amounts falling due within one year on demand:		
Bank loans	-	161
Amounts falling due between two and five years:		
Other loans - 2-5 years	25,000	25,000

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	31.12.21 Total funds	31.12.20 Total funds
	£	£	£	£
Fixed assets	21,542	721,001	742,543	13,773
Current assets	568,266	319,648	887,914	437,835
Current liabilities	(58,619)	(47,000)	(105,619)	(14,971)
Long term liabilities	(25,000)	-	(25,000)	(25,000)
	506,189	993,649	1,499,838	411,637

16. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund - Fixed Assets	9,898	11,644		21,542
General fund	101,313	(148,960)	247,066	199,419
Raising Future Investment	10,002	(9,767)	-	235
Vennture Homes	-	474,993	(190,000)	284,993
	121,213	327,910	57,066	506,189
Restricted funds				
Street Pastors	807	(1,693)	-	(886)
Lean on Me	7,124	(3,783)	-	3,341
Family Pastors - Fixed Assets	3,875	(1,564)		2,331
Family Pastors	34,507	(8,645)	(2,400)	23,442
Hereford Ambassadors	14,777	16,200	(6,369)	24,608
Leominster Ambassadors	285	-	-	285
Building Better Opportunities	6,826	195	(11,294)	(4,273)
Youth	6,178	(262)	-	5,916
COVID-19 Response	17,374	(18,191)	817	-
PREVENTION4FAMILIES	106,712	18,448	(19,174)	105,986
Housed Homeless	91,959	(62,830)	(3,558)	25,571
Discretionary Grant Fund	-	4,007	-	4,007
26 Vicarage Road - Fixed Assets		718,670		718,670
26 Vicarage Road	-	23,674	-	23,674
Landau Community Prevention	-	9,144	(2,562)	6,582
Police Community Safer Streets	-	66,921	(12,526)	54,395
	290,424	760,291	(57,066)	993,649
TOTAL FUNDS	411,637	1,088,201	-	1,499,838

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	89,828	(227,144)	(137,316)
Raising Future Investment	-	(9,767)	(9,767)
Vennture Homes	500,000	(25,007)	474,993
	589,828	(261,918)	327,910
Restricted funds			
Street Pastors	4,632	(6,325)	(1,693)
Lean on Me	14,955	(18,738)	(3,783)
Family Pastors	103,179	(113,388)	(10,209)
Hereford Ambassadors	37,186	(20,986)	16,200
Building Better Opportunities	87,306	(87,111)	195
Youth	1,200	(1,462)	(262)
COVID-19 Response	2	(18,193)	(18,191)
PREVENTION4FAMILIES	171,467	(153,019)	18,448
Housed Homeless	99,342	(162,172)	(62,830)
Discretionary Grant Fund	4,800	(793)	4,007
26 Vicarage Road	750,000	(7,656)	742,344
Landau Community Prevention	24,000	(14,856)	9,144
Police Community Safer Streets	95,544	(28,623)	66,921
	1,393,613	(633,322)	760,291
TOTAL FUNDS	1,983,441	(895,240)	1,088,201

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	29,954	25,882	55,375	111,211
Raising Future Investment	-	10,002	-	10,002
	29,954	35,884	55,375	121,213
Restricted funds				
Street Pastors	-	1,208	(401)	807
Lean on Me	13,996	(5,758)	(1,114)	7,124
Family Pastors	39,927	17,552	(19,097)	38,382
Hereford Ambassadors	52	21,094	(6,369)	14,777
Leominster Ambassadors	7,978	(7,693)	-	285
Building Better Opportunities	25,855	(7,805)	(11,224)	6,826
Youth	23,446	(17,268)	-	6,178
COVID-19 Response	-	26,070	(8,696)	17,374
PREVENTION4FAMILIES	-	106,712	-	106,712
Housed Homeless	-	100,433	(8,474)	91,959
	111,254	234,545	(55,375)	290,424
TOTAL FUNDS	141,208	270,429	-	411,637

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	134,483	(108,601)	25,882
Raising Future Investment	10,002	-	10,002
	144,485	(108,601)	35,884
Restricted funds			
Street Pastors	5,377	(4,169)	1,208
Lean on Me	5,527	(11,285)	(5,758)
Family Pastors	138,678	(121,126)	17,552
Hereford Ambassadors	51,335	(30,241)	21,094
Leominster Ambassadors	-	(7,693)	(7,693)
Building Better Opportunities	74,182	(81,987)	(7,805)
Youth	1	(17,269)	(17,268)
COVID-19 Response	91,114	(65,044)	26,070
PREVENTION4FAMILIES	160,536	(53,824)	106,712
Housed Homeless	126,787	(26,354)	100,433
	653,537	(418,992)	234,545
TOTAL FUNDS	798,022	(527,593)	270,429

16. MOVEMENT IN FUNDS - continued

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

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	29,954	(111,434)	302,441	220,961
Raising Future Investment	-	235	-	235
Vennture Homes	-	474,993	(190,000)	284,993
	29,954	363,794	112,441	506,189
Restricted funds				
Street Pastors	-	(485)	(401)	(886)
Lean on Me	13,996	(9,541)	(1,114)	3,341
Family Pastors	39,927	7,343	(21,497)	25,773
Hereford Ambassadors	52	37,294	(12,738)	24,608
Leominster Ambassadors	7,978	(7,693)	-	285
Building Better Opportunities	25,855	(7,610)	(22,518)	(4,273)
Youth	23,446	(17,530)	-	5,916
COVID-19 Response	-	7,879	(7,879)	-
PREVENTION4FAMILIES	-	125,160	(19,174)	105,986
Housed Homeless	-	37,603	(12,032)	25,571
Discretionary Grant Fund	-	4,007	-	4,007
26 Vicarage Road	-	742,344	-	742,344
Landau Community Prevention	-	9,144	(2,562)	6,582
Police Community Safer Streets	-	66,921	(12,526)	54,395
	111,254	994,836	(112,441)	993,649
TOTAL FUNDS	141,208	1,358,630	-	1,499,838

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	224,311	(335,745)	(111,434)
Raising Future Investment	10,002	(9,767)	235
Vennture Homes	500,000	(25,007)	474,993
	734,313	(370,519)	363,794
Restricted funds			
Street Pastors	10,009	(10,494)	(485)
Lean on Me	20,482	(30,023)	(9,541)
Family Pastors	241,857	(234,514)	7,343
Hereford Ambassadors	88,521	(51,227)	37,294
Leominster Ambassadors	-	(7,693)	(7,693)
Building Better Opportunities	161,488	(169,098)	(7,610)
Youth	1,201	(18,731)	(17,530)
COVID-19 Response	91,116	(83,237)	7,879
PREVENTION4FAMILIES	332,003	(206,843)	125,160
Housed Homeless	226,129	(188,526)	37,603
Discretionary Grant Fund	4,800	(793)	4,007
26 Vicarage Road	750,000	(7,656)	742,344
Landau Community Prevention	24,000	(14,856)	9,144
Police Community Safer Streets	95,544	(28,623)	66,921
	2,047,150	(1,052,314)	994,836
TOTAL FUNDS	2,781,463	(1,422,833)	1,358,630

Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

Raising Future Investment (Designated Fund)
This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

Street Pastors
Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors
Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson and E F Bulmer Benevolent Fund both of which made grants towards this project.

People First
People First is an extension of the family mentoring support to troubled individuals and is supported by DHCLG Community Fund grant funding.

Youth
This programme includes a joint initiative/pilot (6 months) funded and supported by the Crime Commissioner and supported by Herefordshire Council and West Mercia Police. It's aim is to 'divert' 10-15 teenagers who are at risk of becoming involved in criminal exploitation.

16. MOVEMENT IN FUNDS - continued

Lean on Me
Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Grants were received in the year specifically to develop this activity.

Vennture Ambassadors (Hereford and Leominster)
This project, sponsored by PCC, Hereford Cathedral and Leominster Town Council, is to improve Hereford City Centre and Leominster Town Centre environment in the Day time economy.

Building Better Opportunities
This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

Covid 19 Response
Covid 19 Response was a range of activities initiated in direct response to the Covid-19 crisis - especially to those groups whose vulnerabilities were amplified by Lockdown and who were supported through the BRAVE programme to Build Resilience Against Endemic Vulnerabilities.

Prevention4Families
Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention - allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless
The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

Vennture Homes Fund
Vennture homes fund is a large donation from 2 donors who wish to remain anonymous. The funds are to be used for investments for charitable purposes.

Landau
Landau funds are received as part of community grants. In respect of homeless prevention and pre-employment support.

West Mercia Police & Crime Commissioner Services
Funds received are for the improvement of the safety of public places for all. Home, Office and safer streets.

17. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £4,680 (2020: £3,030).

St Barnabas is owned and ran by Hereford Diocese, of which trustees S Pratley and A Morgan are employed by Hereford Diocesan Board of Finance. Also for which Lady J Lisvane is Chair of Trustees. During the year lease payments were made to St. Barnabas amounting to £4,590 (2020: £6,750). There are no outstanding amounts at the year-end (2020: Nil).

HEREFORDSHIRE VENNTURE

England & Wales - Charity number 1156851

Accounts

REGISTERED COMPANY NUMBER: 08803798 (England and Wales)
REGISTERED CHARITY NUMBER: 1156851

Report of the Trustees and Unaudited Financial Statements for the Year Ended 31 December 2020 for Herefordshire Vennture

Thorne Widgery Accountancy Ltd
Chartered Accountants
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Herefordshire Vennture

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for the Year Ended 31 December 2020

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Herefordshire Vennture

Chair's Report
for the Year Ended 31 December 2020

2020 proved the relevance of our relational approach to a crisis. It tested and proved our individual, team and organisational resilience.

The first lockdown devastated Herefordshire's community and voluntary sector. More than 80% of organisations in the sector closed their doors and two thirds of those employed in the sector were furloughed[1] many struggled to reopen post lockdown. Vennture's response was different. Our team persevered - determined to stay available to the vulnerable people, who Vennture support.

Our leadership team learned quickly how to manage Covid-19 risks; the local public health team gave us valuable support. The team devised dynamic risk assessments of people and places to navigate ever-changing Government guidelines. Disciplined drills underpinned our Vennture team's Covid-19 'Be Safe and Feel Safe' plan. Our approach to Covid-19 was shared through Talk Communities to help other local charities. The Covid-19 journey was not easy - yet our team responded well to the crisis and led with great agility.

Sadly, Covid-19 cut our volunteer hours by a third over the year and this reshaped our relational approach:

- Lockdown and Covid-19 restrictions reduced our Street Pastor night-time activity, while day-time Ambassadors grew, supporting the Police on the street 7 days a week as a calm reassuring presence through lockdown. Ambassadors were a valuable (at times literally lifesaving) 'crisis touchpoint'. We created 'Vennture Lifeline Triage' to connect those found in crisis on the street with ongoing support.

- Our link workers patiently came alongside 105 families and 63 individuals. We continued work with Close House, the Police and local Children's Services on mentoring 15 children from crime. We launched our Lottery funded 'Family Prevent' mentoring programme to work with schools to support families and prevent their troubles escalating to needing professional help.

- Our Lottery funded development collaboration with St Paul's Hostel in Worcester on rough sleeping and sofa-surfing was accelerated through lockdown. We led on support for 85 of the 140 people brought in under the Government's 'Everyone in' policy. We now have a commissioned team of Street link workers, a secure data capture system and shared delivery plan with the Council.

Our Covid-19 efforts won Vennture further national recognition. We submitted evidence to the House of Lords' Inquiry into the impact of Covid-19 and our CEO, Robert Thomas, was awarded an MBE for his services to the voluntary sector in The Queen's Birthday Honours. He is clear this was recognition for the extraordinary exploits of the whole Vennture team. Our team's courageous perseverance also impacted Vennture's financial performance - attracting Covid-19 funding and additional local support.

The numbers speak volumes - especially as we recall they have been delivered in the Covid-19 crisis:

1. **Reserves:** We end the year with unrestricted reserves of £121,211 and a further £290,426 of restricted funds. This meets our stated reserves policy for the first time in our 8-year rapid growth.
2. **Cashflow:** Our January 2021 budget is based on carried forward restricted reserves, confirmed contracts and a conservative estimate of £70,000 other income from our £612,000 income pipeline; £162,000 of other income was secured by the end of January.
3. **Clarity:** Trustees have identified strategic issues that need addressing in the next 12 months. Other initiatives to further grow Vennture beyond the budget will be based on separate business plans and take into account the need to increase our leadership capacity beyond the 3 additional experienced managers we recruited in 2020.

Going forward, our 10 financial priorities remain unchanged:

1. Robust monthly cashflow forecasting, monitoring and management.
2. Ensure funded charitable activities recover overheads fully and also make an appropriate additional management charge wherever funders allow.
3. Increase the giving base from local individuals.
4. Nurture donations from high net-worth individuals.
5. Create local business sponsorships.
6. Secure relationships with trusts willing to make regular grants to core costs.
7. Acquire assets that can generate income, eg accommodation.
8. Explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions to generate unrestricted income.
10. Sell our leadership's time.

[1] According to a post lockdown survey by HVOSS (Herefordshire Voluntary Organisation Support Service)

Herefordshire Vennture

Chair's Report
for the Year Ended 31 December 2020

We hope that efforts expended in 2020, supported by the Garfield Weston Foundation, Eveson Trust and the National Lottery, will begin to bear fruit in 2021 as we seek to acquire assets to increase our local impact.

As trustees, we thank God for His sustaining help through a dark Covid-19 2020 - a year of hurt, grief and trauma. It feels glib to say Covid-19 changed the world when so many faced pains beyond words, suffering multiple hurts, multiple griefs and multiple traumas. I think on reflection that in Vennture we learned to know Jesus in 'the fellowship of His sufferings' though we are not yet 'conformed to His death'.[2]

For many in Vennture 'Loving People Better' took on new meanings:

- The link worker supporting a mum isolated with a troublesome teenager, who was threatening self-harm.
- The volunteer phone buddy acting as the only human contact to a housed homeless man.
- The volunteer Ambassadors calling the ambulance to the suicidal individual.
- Other Ambassadors helping a rape victim get to A&E.
- The BBO[3] link worker finding accommodation for the patient discharged in their hospital gown.
- The Covid-19 Street link workers helping the mental health team section someone safely.

As trustees, we must recognise the extraordinary Faith, Love and Endeavour shown by our employees and volunteers. Our leadership team worked many hours beyond their contracted hours; the whole Vennture team learned new ways to support families and individuals; many volunteers had to be re-tasked according to their Covid-19 risk while many furloughed people keen to help in Covid-19 joined us volunteering in Loving People Better.

To end on a positive: the Covid-19 crisis created a long-needed imperative for change. It prompted forward-thinking leaders in public agencies to embrace new approaches through the Talk Communities and BRAVE[4] initiatives - both harnessing latent community resources. We have long advocated this radically different collaboration; we hope it is embraced further in the coming year so leadership is shared more and resources are pooled better, for the common good across Herefordshire.

Sam Pratley - Chair of Trustees

[2] Paul's New Testament letter to the Philippians, chapter 3 verse 10
[3] Building Better Opportunities
[4] Building Resilience Against Endemic Vulnerabilities

Report of the Trustees
for the Year Ended 31 December 2020

The trustees present their report with the financial statements of the charity for the financial year ended 31 December 2020. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities'.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venn Legacy Centre
45 Venns Lane
Hereford
Herefordshire
HR1 1DT

Trustees

Lady J Lisvane	Director	
D Morris	Director	- resigned 18.5.20
M Newton	Director	- resigned 20.1.20
P J Nugent	Director	
S R Pratley	Director	
A Morgan	Director	- appointed 20.1.20
A Butterfill	Director	- appointed 20.7.20
N Jones-Clark	Director	- appointed 16.3.20
S J D Tarlton	Director	- appointed 16.3.20 - resigned 15.3.21
D Hider	Director	- appointed 15.3.21

Independent examiner
Thorne Widgery Accountancy Ltd
Chartered Accountants
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors
Coulson Read Lewis
St Peter's Chambers
14a St Peter's Street
Hereford
HR1 2AE

Anthony Collins Solicitors
134 Edmund St,
Birmingham
B3 2ES

Bankers
CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is registered under number 1156851, and is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

Induction and training of new Trustees - The Trustees are committed to following best practice as defined by the Charity Commission.

Organisational Structure

The employed management team conduct day to day operations and provide progress reports to the meetings of trustees. The trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and the creation of new roles.

The trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions logged. Trustees receive budget proposals in November for the following year. Trustees sign-off independently examined accounts for the previous year in March, prior to lodging with the Charity Commission.
Trustees are allocated according to their skill set to support each area of the charity's operation:

Chair
Finance
Safeguarding and Safe working
HR
Buildings and Assets
Home Presence
Street Presence
Homeless

Each trustee maintains an on-going conversation with their relevant programme lead - meeting on a regular basis.

Risk management
The trustees have established a risk policy and have considered the major risks to which the charity is exposed and continue to review those risks. A risk register is maintained and updated prior to each trustee meeting.

The trustees seek to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.

Safeguarding and Safe working risks are managed through two designated safeguarding leads (DSL) - one for adults, one for children. Each DSL is paired with their own trustee whom they meet on a regular basis and maintain an on-going dialogue.

A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies - including updates.

OBJECTIVES AND ACTIVITIES

In accordance with the Christian principles set out in Vennture's statement of beliefs to serve the public benefit by:

- The prevention and/or relief of poverty by such means as determined by the Trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.
- The promotion of education by such means as determined by the Trustees from time to time, including(but not limited to) working in partnership with local schools to improve educational outcomes.
- The relief of sickness and the preservation of health by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.
- The provision of, or assistance in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life by such means as determined by the Trustees from time to time; and
- To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity.

Our mission is to 'Love people better' and their vision is about 'People helping People':

(1) We want to see families growing stronger, communities caring more, and Herefordshire a place wherefamily and community continue to really mean something.
(2) We want to give local families every opportunity to grow and stick together by having neighbourly help that is available instantly at time of need.
(3) We want local people to take responsibility for local problems – people caring, people connecting and people helping one another.
(4) We want our county to be recognised nationally as the best place to be a family - regardless of the shape or size of that family.

Our focus is on making an impact by:

(1) Leading significant, substantive, sustainable initiatives and evidencing impact.
(2) Exercising influence and promoting systems thinking to bring clarity, honesty and transparency to local social issues.
(3) Innovating by listening to people at the heart of any problem and then growing leaders to take responsibility for it.
(4) Redefining volunteering by careful Safer Recruitment and training rigorously high standards of Safe Working and Safe Guarding – equipping people appropriate to the task.

Our vision is to own new local models of welfare provision by training hundreds of ordinary people, working through social enterprise hubs rooted in our city and rural market towns. This will mean growing turnover and assets and developing nationally replicable franchise models for social impact.

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things:

Love
- We recognise family is an answer no matter how messy it gets.
- We encourage individuals to be and act as servant leaders in their lives, family, work and community.
- We never give up on people, encouraging them to take the small steps that can lead to big changes.
- We accept everyone as we find them and without condition.
- We encourage people to live a life rooted in love.

Endeavour
- We accept we do not have all the answers and, in sharing in each person's journey, we are willing to share the changes we are making in our own lives.

- We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
- We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.

Faith

- We live in the light of love and recognise that love can change everything: - loving God and loving others as we love ourselves.
- We value each individual as special; each has a unique mix of God-given gifts, talents and experiences.
- We work with, serve and relate to all people.
- We serve people of all faiths and none.

While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to the Power of Jesus' Love through practical action.

ACHIEVEMENT AND PERFORMANCE
Charitable activities
Trustee Progress against 2020 Objectives

1. Lead significant, substantive, sustainable initiatives and evidencing impact

a. While Covid-19 delayed the launch of our Lottery-funded Family PREVENT mentoring, we ended the year with double our capacity of Family link workers and have had confirmed the continuation of our Families First Programme to at least March 2022.
b. We have secured Lottery funding for 2 Youth link workers to provide mentoring support to young people. Covid-19 has hampered our collaboration with Close House as lockdown forced its closure.
c. Covid-19 created a further imperative to deliver system change to end rough sleeping and sofa-surfing locally: we now have a team of Street link workers, ECINS[5] being used to capture data and plans to secure additional new starter homes.
d. This year we secured £88,000 to fund the delivery of winter provision. Our approach reduced the number of daily blue light callouts to the accommodation from 3 or 4 a day to zero.
e. We have started our Covid-19 Lifeline to make it quick and easy for vulnerable people to access relational support and we are working with Citizen Housing and the Council to open a user-friendly hub to make it quick and easy for vulnerable people to access the professional help they may need in the summer.

2. Exercise influence and promoting systems thinking in local issues

a. Covid-19 has hindered our work with schools to prove Vennture's relational early prevention approach to keep children engaged in mainstream education, though engagement with the programme is growing.
b. The creation of the Lifeline triage, progress with the 85 housed homeless and the widening use of ECINS is beginning to build a cross-sector web of care.
c. We have established a strong relationship with MIND through the Covid-19 crisis which is beginning to develop a joined-up approach to local mental health support rooted in Vennture and MIND's community-based link workers.

3. Innovate by listening and growing local leaders

a. We have significantly strengthened our leadership team, bringing on people experienced in youth work, business management and supported housing.
b. Covid-19 went a long way to reduce the average age of our volunteer base and target potential leaders in their 20's and 30's.
c. The BBO funding is likely to be extended, providing more time post-Covid-19 to develop a plan to lead on mentoring individuals.

4. Redefining volunteering - equipping people appropriate to the task

a. Through Covid-19 we have grown some volunteering in our core programmes - especially Street.
b. Covid-19 prevented us resurrecting our work based mentoring programme as part of our work to help sofa-surfers and rough sleepers regain their identity and sense of purpose.
c. In Covid-19 we piloted a volunteer manager to increase the number of our volunteers and enhance their experience. We would like to appoint someone permanently to this role.
d. We continue to look for a trustee from our volunteers to ensure the voice of our volunteers is represented on our trustees.

[5] Empowering Communities Inclusion & Neighbourhood Management System

2020 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct - Helped with specific support	Indirect - Others who benefit
Home Presence	Families First	22	270	£ 13,500	82	196
	Prevent Family Mentoring				23	30
	Youth		-	£ -	15	
	Individuals		-	£ -	63	
Street Presence	Ambassadors	9	1,440	£ 36,000	480	550
	Covid Ambassadors	36	672	£ 16,800	644	9,812
	Street Pastors	24	126	£ 3,150	114	80
	Lean on Me	52	18	£ 450	0	0
Response Presence	Triage		-	£ -	38	
	Lifeline response		-	£ -	12	
	Phone buddies	6	420	£ 10,500	18	
	Street Link Workers	1	525	£ 13,125	36	
	Covid Housed Homeless	2	120	£ 1,800	85	
Vennture	Projects	5	460	£ 23,412		
	Covid virtual office	3	720	£ 18,000	45	
	Covid Project	1	240	£ 3,600		
	Trustees	9	554	£ 27,675		
	Total across all initiatives	161	5,565	£168,012	1,655	10,668
	2019 Comparison	162	10,112	£236,938	636	3,490

Covid-19 impact
The impact of Covid-19 is clear from the year-on-year comparison at the bottom of the table; the proportion of Covid-19 related activity within the table shows how Covid-19 reshaped our overall delivery.

Home Presence - Through lockdown we maintained contact with those we were mentoring - often holding them to prevent them going downhill. Limited face-to-face contact restricted our influence - especially being unable to deploy volunteer mentors.

Street Presence - Through lockdown our activity was skewed from the night time to the daytime. Restrictions have essentially closed down the Night Time Economy.

Response Presence - Covid-19 has seeded this whole new area and enabled us to develop different approaches to building a web of care under BRAVE for the 5,000 vulnerable people falling outside statutory provision.

It is important to explain our response to Covid-19 as it shaped so much of our impact through 2020.

Response to Covid-19

When lockdown was announced, many other local charities shut down and furloughed workers. Along with a few others, Vennture was different.

1. **Prior to the first lockdown** announcement, we implemented continuation plans based on a working assumption that the crisis would last for over 18 months. We decided that we would fail in our responsibility to the vulnerable families, young people and individuals, who we served, if we were to close for any length of time.

2. **As the lockdown was anticipated** we recognised that, in our distinctly rural context, the lockdown would amplify the needs of vulnerable groups disproportionately while diminishing the resources to support them. Planning was already in place for the general population, those shielding, and those receiving statutory care. As a charity working with the vulnerable outside of statutory support, we challenged public agencies to create an additional fourth tier of emergency response.

We argued for the creation of a specific response tier to support 10 groups with pre-existing vulnerabilities, who fell outside of statutory needs and were disproportionately dependent on voluntary/charity-based support:

1. Victims of specific crimes:
    a. Circa 50 potential domestic abuse victims.
    b. Criminal exploitation - including young people.
2. 29 rough sleepers and 85 sofa-surfers - housed through Covid-19 interventions.
3. 600 people with chaotic, managed and recovered drug and alcohol dependencies.
4. 1,400 troubled families and similar number of individuals with a range of challenging personal needs.
5. Families who may be neglecting children.
6. Individuals with learning difficulties and families with children with learning difficulties.
7. Those with mental health problems.
8. Those who self-neglect and identify as hoarders.
9. Regular attenders to A&E and Primary Care.
10. Prison releases.

Our big idea was BRAVE - to Build Resilience Against Endemic Vulnerabilities
There were two sides to our proposed approach with these hard-to-reach vulnerable groups outside statutory obligations:
    1. Recognise how their pre-existing vulnerabilities amplified their vulnerability to Covid-19.
    2. Recognise how Covid-19 amplified the pre-existing vulnerabilities of these hard-to-reach groups.
We then wanted to provide leadership to volunteer responses to address the emerging vulnerabilities.

3. **When the lockdown was announced we created Covid-19 Tier 3 BRAVE group**. With the Chair of Adult Safeguarding, working collaboratively with the Police, local NHS, Council and emergency planners, we formed this cross-sector Tier 3 BRAVE group to Build Resilience Against Endemic Vulnerabilities. We recruited a 2nd year medical student at Oxford to focus on all our Covid-19 specific medical challenges, risks and issues.

Vennture designed a process in 2 days - Covid-19 fast time - to:
1. **Recognise** the needs, risks and motivations of each vulnerable group.
2. **Lead and accelerate** safer recruitment processes to mobilise volunteers to support the vulnerable.
3. **Develop** 'skills and drills' to train volunteers to engage effectively with each group.
4. **Support** and grow volunteers.
5. **Monitor** each interaction and interactions over time.
6. **Evaluate** their impact against the overall outcome of Helping People Help Themselves
We developed the process by an initial focus on the 'housed homeless'; we went on to expand it to think through wider groups.

4. **Throughout the lockdown** we became immersed in the thick of supporting these vulnerable groups, growing unique insights into how these so called 'hard-to-reach groups' were impacted and the struggles the system has with engaging with them and how the crisis brought this into sharp focus.

BRAVE - shaping the future
The most important aspect of BRAVE was that it proved the value of a fundamentally different approach to cross-sector collaboration, which will be incorporated into Herefordshire Council's Talk Community initiative.

BRAVE work enhanced our ability to collaborate with emergency planners, reshape our approaches, redeploy our volunteers and - as much as possible - maintain our relational support to people on the street and in the home. Through BRAVE, we created a team of Street-based link workers to support people who were rough sleeping, sofa surfing or on the edge of losing their accommodation. This has now been commissioned by Herefordshire Council.

BRAVE work also opened up the new area that we have called 'Lifeline Presence'. Vennture Lifeline is an important development for the 40% of the county's 5,000 vulnerable people who each year fall into crisis prompting a blue light response[6]. Using Covid-19 emergency funding from the Lottery, the Herefordshire Community Foundation and Eveson Trust, we were able to resource a triage process and response.

[6] 2019 Police data shows 1,900 people were referred into Social Care following a blue light call. Only 300 made the threshold required for a Social Care assessment.

2020 Home presence initiatives

Family Mentoring

In 2020 Vennture supported 82 families - 127 adults and 196 children. This work was funded though the Herefordshire Council Family Mentoring contract and additional funding from the Eveson Trust, the EF Bulmer Benevolent Fund, Diocese Social Fund and personal giving.

All families had a combination of multiple needs, many of which are complex or inter-generational.

Family needs and issue	Percentage of families helped with this need	
	2019	**2020**
Parenting	87%	**83%**
Difficulties with their children's health	60%	**70%** ↑
Difficulties with the parent's health	52%	**61%** ↑
Children not attending school or at risk of exclusions	37%	**40%**
Out of work or financial difficulties	60%	**43%** ↓
Victim of domestic abuse	32%	**36%**
Alcohol or substance abuse	10%	**11%**
Involved in crime or anti-social behaviour	10%	**13%**

The pandemic and lockdowns increased the number of families with parents and/or children struggling with mental health. However, another significant increase was in the number of children with autism or suspected autism - 25% of families - and parents with even more significant physical and mental health issues. Surprisingly, the number of families needing support financially or with unemployment decreased from 2019. It is currently not known why this is the case

Length of support
On average in 2020, support to families was for 35 weeks[7] with 30 visits or mentoring calls[8]. We provided in total 491 months of support - an increase of 23% on 2019. This included over 1,000 visits, 600 mentoring calls and over 2,000 phone calls and emails with other professionals.

Children
46% are families with single parents which is lower than previous years.

College children	**Secondary School**	**Primary School**	**Pre-school**
15	55	92	34
8%	28%	47%	17%

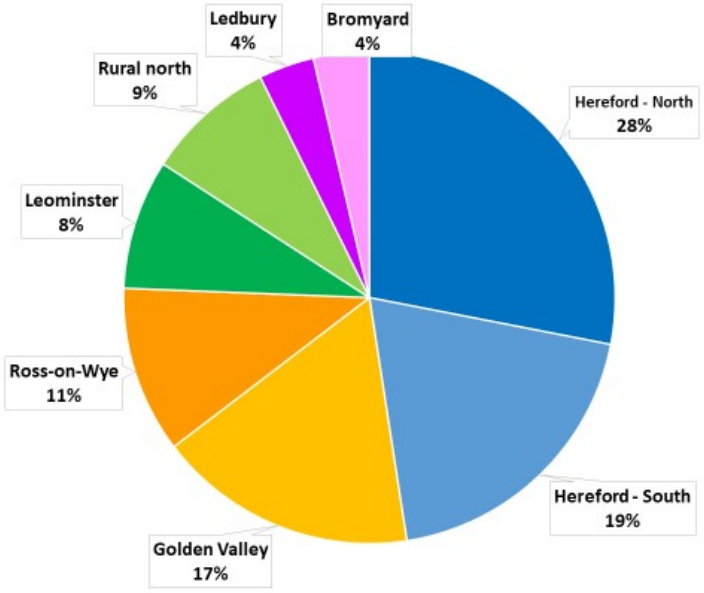
Referrals
- 74 referrals were received, with 89% families accepting support.
- 58 were new referrals in 2020, while 24 families had on-going support from 2019.

Referrer	**No.**	**%of referrals**
Primary School	26	32%
Secondary School	24	29%
Health (Health Visitors, CAMHs & GPs	14	17%
Social Workers/Early Help	12	15%
Nursery/Children's Centres	4	5%
Other	2	2%

[7] As requested by Hereford Early Help, time is now counted from when the referral was received and includes holiday periods and when link workers are away.
[8] Mentoring calls took place where lockdowns prevented visits being undertaken. These were lengthy phone or video calls which listened to the parents and children and continued the one-to-one parenting guidance or other support.

More referrals came from schools - 12 secondary schools and 20 primary schools. This shows that the Early Help referral is widely used. It can, however, be difficult for Vennture to maintain a clear presence and identity in so many schools, in many of which we only support one family.

Location
In 2020 we continued to increase our support into Herefordshire market towns - 53% of families are from more rural locations, providing much-needed support and preventing rural exclusion.



Lockdown support
It was vital to support as best we could during lockdown. Lockdown proved a time of increased pressure as parents battled with home-schooling and being separated from friends and family.

Our team provided much needed telephone and video call support. Many families said the calls brightened their day! We gave parents practical tips to help them with the children. Where needed, food parcels were delivered, issues with Universal Credit applications resolved and free school meals or schoolwork sorted.

Vennture also supported four mothers and children who experienced domestic abuse during this time, including helping one to flee from home and make statements to the police.

We were able to extend support to 12 families who would normally have finished their time with Vennture. This was made possible by funding from the Eveson Trust, the EF Bulmer Benevolent Fund, the Diocese Social Fund and individuals' giving.

Additional one-off support during the first lockdown included link workers and volunteers delivering 40 beautiful food parcels from the Rotary Club. The children were thrilled with the Easter eggs, while the parents appreciated seeing someone face-to-face for the first time in some weeks.

In May we recognised that many families were flagging, their limited resources were gone, and the children had become bored. A grant from the EF Bulmer Benevolent Fund and contributions from Tesco, ASDA, two local schools and volunteers enabled us to make up games and craft packs for each of the families. For many families this was a lifeline at the right time.

'I came downstairs and it was just like Christmas again!'

'Thank-you so much. We are now sitting down as a family and playing the games you brought.'

In June we moved on to garden visits, which continued to September, when we resumed home visits. While in the second lockdown we were able to continue visiting on a reduced timetable. As families went into self-isolation, we were able to continue to offer much needed practical support for those who had no one else, as well as the regular phone calls.

Family Feedback

- 100% said our link workers and volunteers were approachable.
- 100% said we understood the challenges that the family was facing.
- 92% said we met their needs effectively - 8% felt that COVID-19 had made this impossible.
- 90% feel they are better able to cope after the support.

Our goal is to help families help themselves. Typical feedback is summed up in these quotes:

'Vennture has helped me become more independent. They gave practical help and advice. They went above and beyond with the weekly visits and all those emergency visits, supporting me to go places and calling the police when I was afraid.'
Survivor of domestic abuse during lockdown

'My link worker gave me a vision of what I'm actually capable of despite what my life has brought.'
Single mum

'I've looked forward to the visits every week. I trust my link worker and having someone to talk to. I didn't feel so lonely.'
Parent of a child with special needs

'You helped me not be so hard on myself. You helped me realise I am a good mum after years of abuse and being told I was awful. I am so much more positive now.'
Mother who experienced childhood abuse

'You helped us to learn to recognise the signs earlier of when J is getting overwhelmed emotionally. We learned to 'tag team' and do it together. We have learned new strategies to use.'
Father

Voice of the child
'Mum is less cranky and I've been able to cope with people in my family better.'
Teenager

'I am hitting out less and less at others.'
Boy with autism

'I'm now not scared of the playground and can leave mum at the gate.'
Primary aged girl

2020 Vennture Family Prevent

Vennture Family Prevent is a new offering of support from Vennture for Families. It went live in September 2020 and is funded for 3 years by the Big Lottery Community Fund. This grew from listening to both families requesting to be supported for longer, and schools and professionals wanting an easy way to get support for families as needs emerged. Professionals often said that they struggled to have time to complete referral forms for these families as they had to prioritise families where the needs were greater.

The aim is to work with 40-50 families a year for a longer period so that needs do not escalate and that there is sustainability in outcomes.

In the four months since the start of the programme we have received 26 family referrals - 22 of which were suitable for the Prevention agenda[9].

Referrer	No.	% of referrals
Secondary School	8	31%
Primary School	5	19%
Early Help	4	15%
Level 3 Portal	2	8%
Vennture	1	27%
School Nursing	1	
Education Welfare Officer	1	
Jesse Norman's Office	1	
Self-referral	1	
Defence Welfare Services	1	
Returning Family	1	

Youth Mentoring
Vennture Prevent continues to be based on the fundamental principle that we 'help families help themselves'. The funding has allowed us to employ two part time youth mentors who will work alongside a young person (aged 10-15) in the family to 'help them find themselves'. **Currently they are working directly with nine young people - 4 females and 5 males.**

[9] Two of the families who had more complex needs are being supported by the Early Help Team and one supported by Children's Services

COVID-19

Covid-19 has been a disruptive factor in the launch of this new offer, as we have not been able to go into as many schools as originally planned. Therefore, the school referrals tend to be from a few schools who know us well. The lockdowns have also affected our ability to visit families in their homes where it is easier to get to know the family and their needs. However, we are encouraged that all families so far still find the support helpful.

Sadly, most youth activities in Herefordshire have been curtailed or suspended. This has meant the youth mentors have not been able to engage the young people they are working with in additional activities. However, importantly in a time of high uncertainty for these individuals, they are still meeting face to face for socially distanced walks, allowing them to talk out their fears and stresses.

Individual mentoring - Building Better Opportunities

Participants
24 participants continued to work with us from the 2019 cohort and they were joined by an *additional 39 individuals signed up in 2020.

Age of Participants

19-29	30s	40s	50s	60s
12	19	18	8	6
19%	30%	29%	12%	10%

Length of Time out of Work (Economically active only)

Under a Year	1-2 Years	2-3 Years	4-5 Years	5-9 Years	10+ years
17	3	5	2	4	2
51%	10%	15%	6%	12%	6%

This shows a shift compared to last year to individuals who have worked more recently - a possible economic consequence of Covid-19 on employment? In 2019, 28% had last worked under a year.
Over 80% of individuals that we have supported recently report suffering from poor mental health [43%], have a physical disability [24%] or addictions to drugs or alcohol [32%].

Impact
In 2020 we evidenced 15 positive outcomes, including 8 into work, alongside 2 engaging with training, 2 volunteering and 3 started job searching. Referrals to Vennture BBO have remained buoyant despite the difficulties presented by Covid-19 and the impact on our referral partners, demonstrating there is still a need for this type of support. We have had a total of 96 referrals but not all of these have fully engaged with the BBO programme and some have been signposted to more appropriate support from the Housed Homeless link worker team or have chosen not to engage with the support.

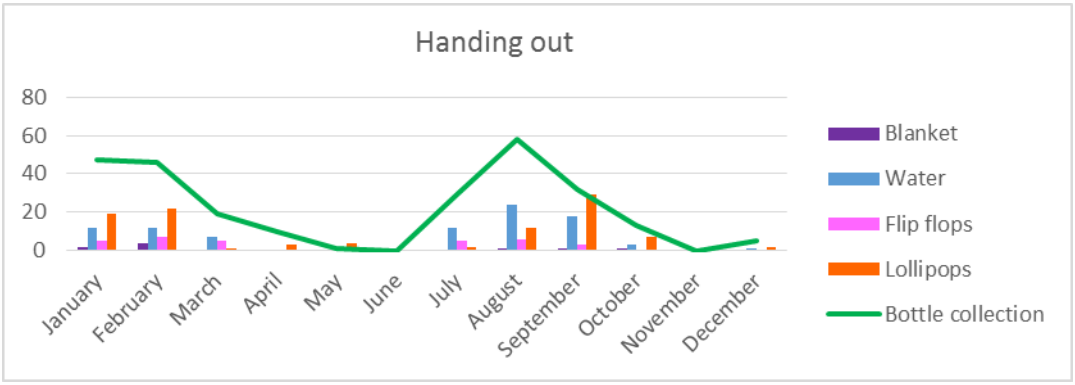
The BBO team worked closely with Vennture's Covid-19 Housed Homeless team to support individuals once their housing situation was stabilised and they could begin to think about work. We have also seen referrals from a wider range of sources this year, in particular from Social Prescribers attached to GP surgeries looking for additional support for individuals recovering from poor mental health and social anxiety.

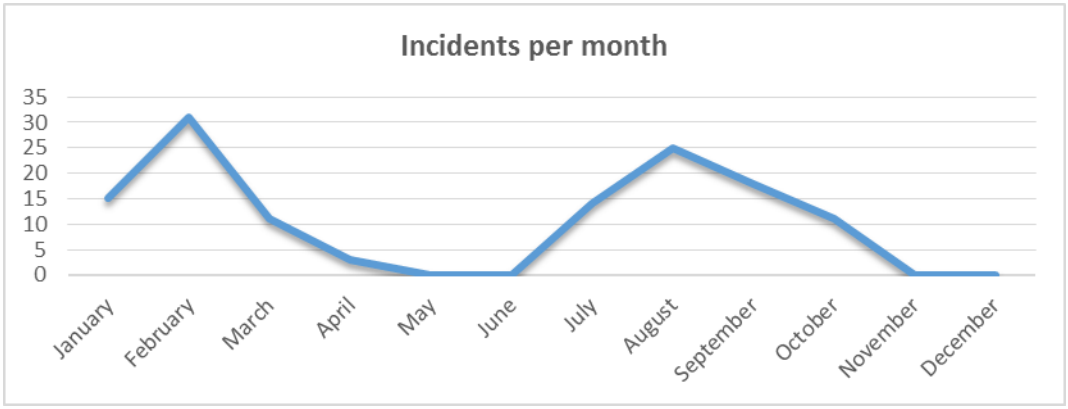
Due to the reputation and nature of the support that Vennture offers and the benefit of community-based relational support, we continue to attract referrals for some disadvantaged and marginalised people, including referrals from other BBO partners who are unable to support due to the complex needs of the individual.

Periods of lockdown restricted the way we were able to mentor individuals, with a move to remote mentoring for some. For the most vulnerable or where we deem there to be a well-being risk to the individual, we have been able to maintain socially distanced face-to-face support. We have conducted a significant number of outdoor 'Walk & Talk' mentoring sessions and garden visits with individuals. One of our link workers has brought his dog "Blue" to accompany him and this has had a big impact on some individuals in terms of their willingness to meet us and engage.

We have seen an increase in the number of individuals suffering from poor mental health and social anxiety that appears to have been made worse due to Covid-19. There has also been a significant impact on individuals' ability to access statutory services and support due to these being delivered remotely or restricted. This is particularly difficult for those needing to access community based mental health support and drug recovery services.

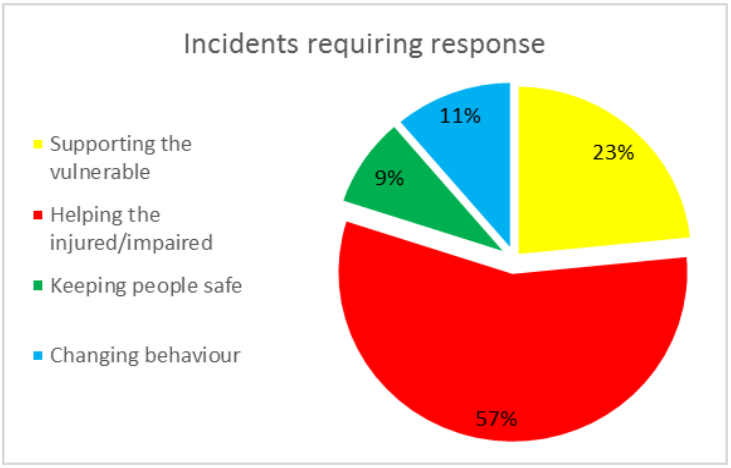
2020 Street Presence
Street Pastors
The last 'proper' patrol before the Covid-19 restrictions came fully into force was 14 March 2020. Patrols began again on 4 June. These changes are reflected in the data.



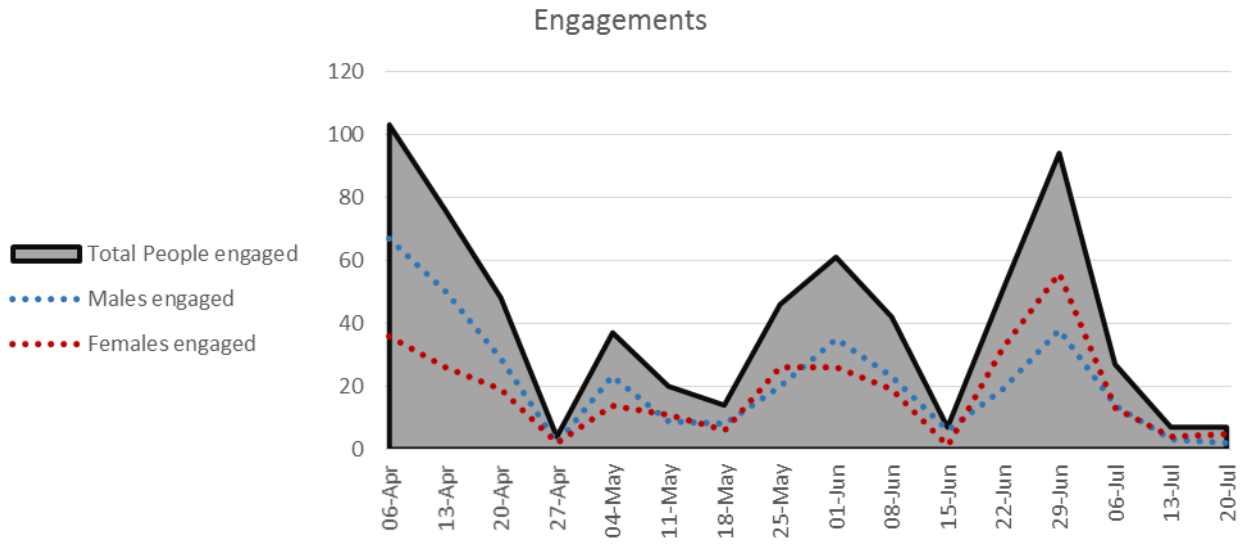


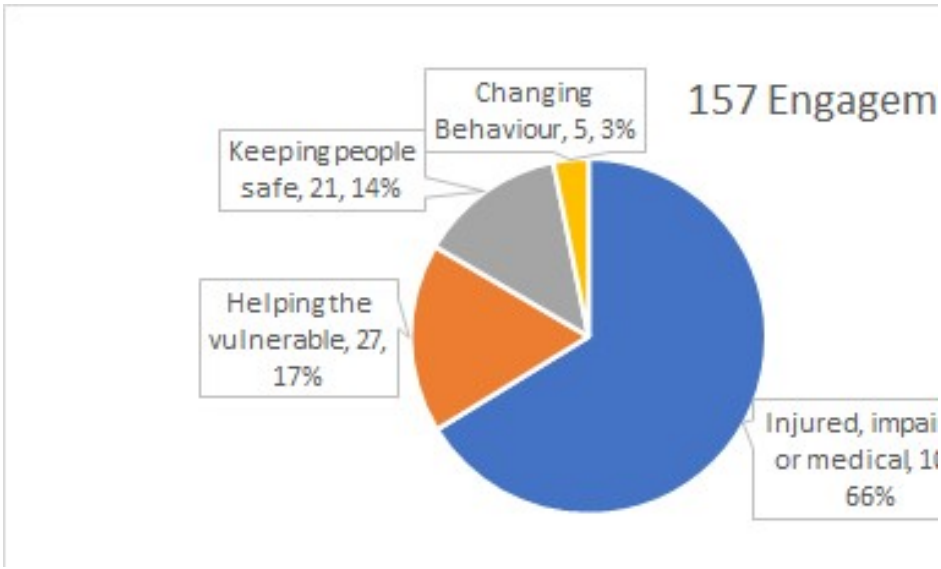
January and February had similar incidents in 2020 as 2019. It took, on average, 12 minutes longer to deal with the incidents at the start of 2020 as opposed to 2019 (28 minutes in 2020, 16 minutes in 2019).

Reasons for engaging were distributed similarly to preceding years, with slightly more emphasis on 'keeping people safe' and 'changing behaviour' and slightly less on 'supporting the vulnerable' in 2020 comparted with 2019. Though the volunteers did not go out in the night time, those who passed our Covid-19 risk assessments joined our daytime Covid-19 Ambassadors.



Ambassadors
Covid-19 transformed the role of Ambassadors. 35 furloughed individuals joined our core team to ensure that we had a calm, reassuring presence available on the streets 7 days a week. These teams encountered 9,812 people out during lockdown and engaged 644 individuals over the 16-week operation; we are unclear of the reasons behind the pattern of engagements. Within the engagements, 157 incidents were dealt with.





Whilst not huge in number, these incidents were serious in their nature. Teams responded to 3 people who were suicidal and required an ambulance to be called; another team helped a victim of a serious sexual assault to A&E; many teams encountered people struggling with the consequences of lockdown, for example, a lone carer sat at home caring for his partner who was dying of cancer.

Being there to listen, care and help made a huge difference to these individuals. Street Ambassadors became a 'Crisis Touch Point'. To strengthen our Covid-19 care, our team put together, with the Police, an enquiry form. Emergency funding enabled us to create a Lifeline triage process to follow up these people. This was also made available to the foodbanks and others coming across those in crisis.

Lifeline Presence

Triage

Over its initial 10-week pilot, the Lifeline received 77 enquiries. Needs fell into expected and unexpected issues: Identified issues - expected Identified issues:

Identified issues - expected	**Identified issues - unexpected**
Help and guidance in their crisis	Dismissed by others as too hard to help
Struggling with alcohol	Prison releases of low-level offenders
Job loss	Needing more than professional services
Money management	Needing help outside the remit of professionals
Mental health	Needing help outside the remit of professionals
Food parcels	- Broken appliances
Assistance with benefits	- No washing machine
	- Outside light not working

Whilst it may be easy to dismiss some of these issues as trivial in the context of the pandemic, the effect of lockdown was to increase anxiety levels to the point that many vulnerable people were overwhelmed with them and no longer could reach out to their normal support networks.

Homeless Lifeline
Pre-Covid-19, Lottery funded development work created a blueprint for system change to make rough sleeping and sofa-surfing rare, brief, infrequent and non-recurring in Herefordshire. Covid-19 increased the scale and scope of collaborative activities to realise the vision. It created an imperative for change and injected momentum into delivering the 10 core elements of system-change to make the vision a reality and put people in the lead.

- Establish relational support.
- Replace repeated assessments with 'recognition process' across sectors so individuals only tell their story once.
- Information sharing and person tracking via ECINS as a common way of working.
- Link Journey mapping to Personal Housing Plans.
- Shape Uniformly Safe Environments.
- Open Hub and 'no second night out' facility to replace night shelter.
- Create opportunity for purposeful activity.
- Deliver 40 New front doors.
- Deliver instant Housing First Support to people BEFORE future homelessness.
- Close off routes back onto street.

Lockdown support

We played a vital role in the local approach to the Government's 'Everyone in' policy for the homeless. We adopted a strategy of 'overwhelming support' to connect with 85 of those housed. More than half were aged under 45. Housed across 6 sites, all were offered:

1. **A phone buddy**
A trained volunteer called daily for a chat and 'safe & well' check; volunteers calling people invested over 216 hours over 12 weeks.

2. **Someone to take medical history**
These medical checks met an immediate public health need: each individual received a Covid-19 briefing and a Covid-19 medical handover card in the event of needing A&E. The detailed medical history was a first step towards moving to 'Holistic Recognition' from 'Narrow Assessment'.

3. **Safe & Well visits carried out daily at each location**
These regular visits created relationships that led to people agreeing to share their information for their well-being, making sure they were registered with a GP, and in many instances being referred to a link worker.

4. **Link Worker support**
Through lockdown individuals were referred into our BBO link worker programme.
The impact of this distinctly relational support led to the Council's commissioning a (£92,800) Street-based link worker team to carry on the support post-lockdown. The team was recruited in August and started delivering in September.

- We are providing relational support to 24 individuals:
o Relationship breakdown - 9
o Eviction - 2
o Family breakdown - 3
o Anti-Social Behaviour - 4
o Prison release - 2
o Risk of eviction - 4

- Issues faced:
o Drugs - 9 male, 5 female
o Alcohol - 11 male, 3 female
o Mental health - 22
o Safeguarding concern - 10

- 19 of the 24 individuals have evidenced change on their 3-month review.
o Moved into employment and with settled status - 1
o Moved from roofless into temporary accommodation - 9
o Moved into rehab - 1
o Moved from temporary to permanent housing - 1
o Other changes – 7

Jan's story

Jan, a Polish man, moved here in 2014. He worked hard. He started sofa-surfing after he broke up with his wife. He found himself living on the streets when he got in trouble with the Police and spent time in prison. We started working with Jan following a Probation referral in early October. On release from prison, he had been housed at a local pub under Covid-19 rules but had no access to public funds. He had lived on charitable food parcels for several months as he had no money since being sent to prison.

After addressing his pressing need of food, we worked with his GP to help Jan claim benefits, open a bank account, start looking for work, apply for settled status and secure permanent accommodation. Being a consistent constant in his life has helped our link worker to understand Jan's story. Our link worker addressed fundamentals such as proving who he was and where he lived - essentials to accessing benefits, work and accommodation.

Jan now has a place of his own, a steady job that he enjoys, and is looking for his own home.

Janet's story

Janet was referred to Vennture in September. Janet had been living with her disabled friend and they were asked to leave. This forced their move into temporary housing where there were no cooking facilities, fridge or microwave. Our link worker secured food parcels for them and met regularly with them to build a meaningful relationship.

Janet had been waiting to get into detox for years, being told by the local drug and alcohol support services that there were no halfway houses available in the UK, and they had run out of options as she could not get into detox without an agreed 'move on' plan into secondary accommodation.

Our link worker was able to locate and secure the secondary accommodation in Bristol, not too far away from a detox clinic willing to take her. Janet was thrilled with this and our link worker worked through the detail to get a date for the detox to start in December 2020.

Sadly, things are not always straightforward. The December date fell through as Janet became unwell on the day she was due to travel, so the placement was deferred to the New Year, when she was taken there by a Vennture volunteer. Janet was so thankful we could make it possible for her to start her long awaited journey of recovery.

Lockdown insight

- The Covid-19 'Everyone in' plan allowed us to identify where the 203 people in this 'at risk of homelessness' cohort were, and their individual support requirements.
- BRAVE working also quantified a shortfall of 40-50 supported housing units, specific to the cohort.
- Information sharing for the first time allowed us to map specific cohorts of need, risk and motivation in the group and so better tailor provision.
- As we pioneered cross-agency information sharing, new approaches emerged to reduce risk, better meet needs, and improve the likelihood of change, by recognising each individual's motivation, eg one rough-sleeper's motivation is to be able to see his family again.
- These insights form a foundation to move forward our agenda to create Vennture 'Starter Homes' with tailored support to provide people with an escape from sofa-surfing.

Night shelter

In the summer, St Peter's PCC transferred responsibility for the Night Shelter to Vennture. Their Chair joined our board of Trustees. Due to Covid-19 restrictions, the Night Shelter could not continue in its previous state, so our first step was to close it.

In the Autumn, we secured £88,478 of Big Lottery funding via Homeless Link to lead on Winter Provision from 1 December 2020 to 31 March 2021. We developed a plan as an extension to our already established Street link worker team - supporting rough sleepers into safe, secure, warm accommodation with person-centred support. These were elements identified by rough sleepers themselves in the Lottery-funded development work.

Our winter provision initiative focused on the 17 most entrenched rough sleepers identified at the Rough Sleeping Count in October 2020. All were offered accommodation and support, together with a further 18 individuals. 29 individuals took up the offer. Our focus on safety and security transformed the group's behaviours and dramatically reduced demand on blue light services.

We have now established a cross-sector, cross-agency support that puts those who are rough sleeping and/or sofa-surfing in the lead. It promotes recognition of each individual, builds collaboration through information-sharing, and shapes the system to help people towards independent living where they have the emotional resilience to self-determine. The approach is shaped by the importance of meaningful relationships, purposeful activity, and having a safe, secure home of your own, to ending destructive lifestyles.

2021 Vennture's core objectives

1. Lead significant, substantive, sustainable initiatives and evidencing impact

a. Further increase the size of our mentoring programme with struggling families and individuals through funding that allows the harvest of the full value of the approach - building even greater emphasis on prevention.
b. Deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds and expand our Youth Mentoring - shaping the scope and scale of our 'Lean on Me' work to a post-Covid-19 world.
c. Prove the 'If Vennture did Homes' concept as we bring on stream new starter homes for those wanting to leave and/or avoid the destructive lifestyles of rough sleeping and sofa-surfing.
d. Complete the repurposing of the Night Shelter so that no one spends a second night out.
e. Deliver a user-friendly hub to make it quick and easy for vulnerable people to access the professional help they may need.

2. Exercise influence and promote systems-thinking in local issues

a. Establish and expand with schools Vennture's relational early prevention approach to keep children engaged in mainstream education.
b. In partnership with Empowering Communities, work with Team Herefordshire and Talk Communities BRAVE, to build a county-wide cross-sector web of care accessed instantly through the Vennture Lifeline.
c. Influence the redevelopment of local mental health services to embrace and invest in Vennture's community-based link worker and mental health first aid trained Street Presence teams.

3. Innovate by listening and growing local leaders

a. Recruit with succession planning in mind.
b. Reduce the average age of our volunteer base and target potential leaders in their 20's and 30's.
c. Develop a plan to lead on mentoring individuals.

4. Redefining volunteering - equipping people appropriate to the task

a. Deliver the Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.
b. Grow volunteering relevance in our core programmes so we have 200 volunteers trained in mental health first aid.
c. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
d. Recruit a volunteer manager to increase the number of our volunteers and enhance their experience.
e. Recruit a trustee from our volunteers to ensure the voice of our volunteers is represented on our trustee board.

FINANCIAL REVIEW
Income for the year amounted to £798,022 (2019: £544,380), an increase of 47% on the prior year. Expenditure on Charitable Activities was £527,593 (2019: £442,390) a rise of 29%. The balance of unrestricted funds carried forward is £121,211 (2019: £29,954) whilst the balance of restricted funds is £290,426 (2019: £111,254).

Reserves policy

The trustees are pleased this year to end the year with reserves in line with their stated policy where uncommitted unrestricted funds are covering between a third and a half of committed operating costs in place.

For 2020 this would have required year end reserves between £141,000 and £282,000. The current level of free reserves as at the end of the financial year is £121,211, as well as £290,426 of restricted reserves.

Going concern

The trustees have worked hard to restore and grow unrestricted reserves after the previous year end. This work includes increasing the value of contracts, making series of grant applications, and courting further business sponsorship. The trustees are confident that their efforts will safeguard the continued solvency of the charity and long-term sustainability. Unrestricted funds balance at the year-end £121,211 (2019: £29,954).

Meanwhile, they are continuing to closely monitor cash flow and the balance sheet position, keep a tight control on costs and carefully manage the delivery of their core service contracts.

Approved by order of the board of trustees on 15th March 2021 and signed on its behalf by:

S R Pratley - Trustee

Independent Examiner's Report to the Trustees of
Herefordshire Vennture

I report on the accounts of the company for the year ended 31 December 2020, which are set out on pages twenty three to thirty five.

Responsibilities and basis of report
As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independant examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 386 of the Companies Act 2006; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission I have found no matters that require drawing to your attention.

Lisa Weaver
ACCA
Thorne Widgery Accountancy Ltd
Chartered Accountants
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 30th March 2021

Herefordshire Vennture

Statement of Financial Activities
for the Year Ended 31 December 2020

	Notes	Unrestricted fund £	Restricted funds £	31.12.20 Total funds £	31.12.19 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	38,727	11,246	49,973	62,750
Incoming resources from charitable activities	3				
Charitable activity		102,514	632,560	735,074	446,828
Other incoming resources		3,243	9,732	12,975	34,802
Total incoming resources		144,484	653,538	798,022	544,380
RESOURCES EXPENDED					
Charitable activities					
Charitable activity		108,602	418,991	527,593	442,390
NET INCOMING RESOURCES BEFORE TRANSFERS		35,882	234,547	270,429	101,990
Gross transfers between funds	13	55,375	(55,375)	-	-
Net incoming/(outgoing) resources		91,257	179,172	270,429	101,990
RECONCILIATION OF FUNDS					
Total funds brought forward		29,954	111,254	141,208	39,218
TOTAL FUNDS CARRIED FORWARD		121,211	290,426	411,637	141,208

The notes form part of these financial statements

Balance Sheet
At 31 December 2020

	Notes	31.12.20 £	31.12.19 £
FIXED ASSETS			
Tangible assets	7	13,773	14,626
CURRENT ASSETS			
Debtors	8	13,272	30,343
Cash at bank and in hand		424,563	146,671
		437,835	177,014
CREDITORS			
Amounts falling due within one year	9	(14,971)	(24,791)
NET CURRENT ASSETS		422,864	152,223
TOTAL ASSETS LESS CURRENT LIABILITIES		436,637	166,849
CREDITORS			
Amounts falling due after more than one year	10	(25,000)	(25,641)
NET ASSETS		411,637	141,208
FUNDS	13		
Unrestricted funds		121,213	29,954
Restricted funds		290,424	111,254
TOTAL FUNDS		411,637	141,208

The notes form part of these financial statements

Continued …

Balance Sheet - continued
At 31 December 2020

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 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.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 15th March 2021 and were signed on its behalf by:

S R Pratley -Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Going Concern
Due to the current situation with the COVID19 pandemic, the trustees have considered the basis on which the financial statements have been prepared and feel the going concern basis is appropriate. See the trustees report for further information.

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations is included as income when these are receivable, except as follows:

i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Income from government and other grants, is recognised when the charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure is recognised in the period in which they were incurred and includes attributable VAT which cannot be recovered.

Charitable activities
Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit and accounts preparation fees and costs linked to the strategic management of the charity.

1. ACCOUNTING POLICIES - continued

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

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

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

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

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

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. VOLUNTARY INCOME

	31.12.20	31.12.19
	£	£
Donations	47,980	55,291
Gift aid	1,993	7,459
	49,973	62,750

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	31.12.20	31.12.19
	Charitable activity	Total activities
	£	£
Grants	733,370	443,041
Training services provided	1,704	3,787
	735,074	446,828

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - continued

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

	31.12.20	31.12.19
	£	£
Mr Willats Charity	4,166	-
Garfield Weston Foundation	50,000	30,000
E F Bulmer Benevolent Fund	500	20,000
The Eveson Charitable Trust	35,000	20,000
West Mercia Police & Crime Commissioner	5,752	72,950
Building Better Opportunities	73,865	159,687
Herefordshire Council	147,610	100,000
Hereford Diocese - Social Action Fund	-	12,000
Hereford Cathedral	28,404	28,404
Hereford Mind	3,000	-
TNL Community Fund	342,615	-
Herefordshire Community Foundation	14,000	-
Job Centre Plus	3,322	-
Covid Job Retention Scheme	1,134	-
B&Q Foundation	5,000	-
Allchurches Trust	9,000	-
Social Investment Business	10,002	-
	733,370	443,041

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.12.20	31.12.19
	£	£
Depreciation - owned assets	12,215	11,868
Other pension costs	6,791	4,722
Auditors remuneration	3,600	2,244
Auditors remuneration - other services	495	3,089
Operating lease payments	7,576	1,085

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

6. STAFF COSTS

The aggregate payroll costs were:	2020 £	2019 £
Wages and salaries	381,001	293,696
Social security costs	26,498	16,856
Pension contributions	6,791	4,722
	414,290	315,274

No employee received emoluments of more than £60,000.

The average weekly number of employees during the year was 26 (2019: 18).
The full time equivalent number of staff was 15.05 (2019: 12.65).

Total key management personnel benefits amounted to £155,847 (2019: £107,918).

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020	3,509	37,820	41,329
Additions	1,853	9,509	11,362
At 31 December 2020	5,362	47,329	52,691
DEPRECIATION			
At 1 January 2020	567	26,136	26,703
Charge for year	523	11,692	12,215
At 31 December 2020	1,090	37,828	38,918
NET BOOK VALUE			
At 31 December 2020	4,272	9,501	13,773
At 31 December 2019	2,942	11,684	14,626

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20 £	31.12.19 £
Trade debtors	3,500	14,615
Other debtors	9,772	15,728
	13,272	30,343

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20	31.12.19
	£	£
Bank loans and overdrafts	161	10,360
Trade creditors	2,196	4,396
Taxation and social security	8,894	5,330
Other creditors	3,720	4,705
	14,971	24,791

10. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.12.20	31.12.19
	£	£
Bank loans	-	641
Other creditors	25,000	25,000
	25,000	25,641

The zero interest loan of £25,000 is repayable in full on 31st July 2022. No repayments made in the year. Balance remains at £25,000.

11. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

	31.12.20	31.12.19
	£	£
Expiring:		
Within one year	2,356	917
Between one and five years	2,479	-
	4,835	917

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Restricted funds	31.12.20 Total funds	31.12.19 Total funds
	£	£	£	£
Fixed assets	9,898	3,875	13,773	14,626
Current assets	107,745	330,090	437,835	177,014
Current liabilities	3,570	(18,541)	(14,971)	(24,791)
Long term liabilities	-	(25,000)	(25,000)	(25,641)
	121,213	290,424	411,637	141,208

13. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	29,954	25,882	55,375	111,211
Raising Future Investment	-	10,002	-	10,002
	29,954	35,884	55,375	121,213
Restricted funds				
Street Pastors	-	1,208	(401)	807
Lean on Me	13,996	(5,758)	(1,114)	7,124
Family Pastors	39,927	17,552	(19,097)	38,382
Hereford Ambassadors	52	21,094	(6,369)	14,777
Leominster Ambassadors	7,978	(7,693)	-	285
Building Better Opportunities	25,855	(7,805)	(11,224)	6,826
Youth	23,446	(17,268)	-	6,178
COVID-19 Response	-	26,070	(8,696)	17,374
PREVENTION4FAMILIES	-	106,712	-	106,712
Housed Homeless	-	100,433	(8,474)	91,959
	111,254	234,545	(55,375)	290,424
TOTAL FUNDS	141,208	270,429	-	411,637

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	134,483	(108,601)	25,882
Raising Future Investment	10,002	-	10,002
	144,485	(108,601)	35,884
Restricted funds			
Street Pastors	5,377	(4,169)	1,208
Lean on Me	5,527	(11,285)	(5,758)
Family Pastors	138,678	(121,126)	17,552
Hereford Ambassadors	51,335	(30,241)	21,094
Leominster Ambassadors	-	(7,693)	(7,693)
Building Better Opportunities	74,182	(81,987)	(7,805)
Youth	1	(17,269)	(17,268)
COVID-19 Response	91,114	(65,044)	26,070
PREVENTION4FAMILIES	160,536	(53,824)	106,712
Housed Homeless	126,787	(26,354)	100,433
	653,537	(418,992)	234,545
TOTAL FUNDS	798,022	(527,593)	270,429

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.19 £
Unrestricted Funds				
General fund	15,456	(33,482)	47,980	29,954
Restricted Funds				
Street Pastors	-	(3,816)	3,816	-
Lean on Me	-	23,391	(9,395)	13,996
Family Pastors	17,365	37,116	(14,554)	39,927
Hereford Ambassadors	-	7,260	(7,208)	52
Leominster Ambassadors	6,154	4,848	(3,024)	7,978
Building Better Opportunities	243	43,227	(17,615)	25,855
Youth	-	23,446	-	23,446
	23,762	135,472	(47,980)	111,254
TOTAL FUNDS	39,218	101,990	-	141,208

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	97,513	(130,995)	(33,482)
Restricted funds			
Street Pastors	8,725	(12,541)	(3,816)
Lean on Me	61,504	(38,113)	23,391
Family Pastors	147,183	(110,067)	37,116
Hereford Ambassadors	28,154	(20,894)	7,260
Leominster Ambassadors	14,500	(9,652)	4,848
Building Better Opportunities	161,012	(117,785)	43,227
Youth	25,789	(2,343)	23,446
	446,867	(311,395)	135,472
TOTAL FUNDS	544,380	(442,390)	101,990

13. MOVEMENT IN FUNDS - continued

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

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	15,456	(7,600)	103,355	111,211
Raising Future Investment	-	10,002	-	10,002
Restricted funds				
Street Pastors	-	(2,608)	3,415	807
Lean on Me	-	17,633	(10,509)	7,124
Family Pastors	17,365	54,668	(33,651)	38,382
Hereford Ambassadors	-	28,354	(13,577)	14,777
Leominster Ambassadors	6,154	(2,845)	(3,024)	285
Building Better Opportunities	243	35,422	(28,839)	6,826
Youth	-	6,178	-	6,178
COVID-19 Response	-	26,070	(8,696)	17,374
PREVENTION4FAMILIES	-	106,712	-	106,712
Housed Homeless	-	100,433	(8,474)	91,959
	23,762	370,017	(103,355)	290,424
TOTAL FUNDS	39,218	372,419	-	411,637

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	231,996	(239,596)	(7,600)
Raising Future Investment	10,002	-	10,002
Restricted funds			
Street Pastors	14,102	(16,710)	(2,608)
Lean on Me	67,031	(49,398)	17,633
Family Pastors	285,861	(231,193)	54,668
Hereford Ambassadors	79,489	(51,135)	28,354
Leominster Ambassadors	14,500	(17,345)	(2,845)
Building Better Opportunities	235,194	(199,772)	35,422
Youth	25,790	(19,612)	6,178
COVID-19 Response	91,114	(65,044)	26,070
PREVENTION4FAMILIES	160,536	(53,824)	106,712
Housed Homeless	126,787	(26,354)	100,433
	1,100,404	(730,387)	370,017
TOTAL FUNDS	1,342,402	(969,983)	372,419

13. MOVEMENT IN FUNDS - continued

Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

Raising Future Investment (Designated fund)
This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

Street Pastors
Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors
Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson and E F Bulmer Benevolent Fund both of which made grants towards this project.

People First
People First is an extension of the family mentoring support to troubled individuals and is supported by DHCLG Community Fund grant funding.

Youth
This programme includes a joint initiative/pilot (6 months) funded and supported by the Crime Commissioner and supported by Herefordshire Council and West Mercia Police. It's aim is to 'divert' 10-15 teenagers who are at risk of becoming involved in criminal exploitation.

Lean on Me
Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Grants were received in the year specifically to develop this activity.

Vennture Ambassadors (Hereford and Leominster)
This project, sponsored by PCC, Hereford Cathedral and Leominster Town Council, is to improve Hereford City Centre and Leominster Town Centre environment in the Day time economy.

Building Better Opportunities
This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

Covid 19 Response
Covid 19 Response was a range of activities initiated in direct response to the Covid-19 crisis – especially to those groups whose vulnerabilities were amplified by Lockdown and who were supported through the BRAVE programme to Build Resilience Against Endemic Vulnerabilities.

Prevention4Families
Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention – allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless
The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

14. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £3,030 (2019: £7,680) there are no outstanding amounts at the year end (2019: Nil).

Mrs M Morris, wife of D Morris (a trustee of Herefordshire Vennture until 18/05/2020) works for the organisation and costs amounting to £5,112 (2019: £12,190) are included in the period D Morris was appointed. There are no outstanding amounts at the year end (2019: Nil).

St Barnabas is owned and ran by Hereford Diocese, of which trustees S Pratley and A Morgan are employed by Hereford Diocesan Board of Finance. Also for which Lady J Lisvane is Chair of the Trustees. During the year lease payments were made to St. Barnabas amounting to £6,750 (2019: £7,200). There are no outstanding amounts at the year end (2019: Nil).