

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  
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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<sup>1</sup>. 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

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<sup>1</sup> 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		
	<b>Total across all initiatives</b>	<b>161</b>	<b>5,565</b>	<b>£168,012</b>	<b>1,655</b>	<b>10,668</b>
<b>2019 Comparison</b>		<b>162</b>	<b>10,112</b>	<b>£236,938</b>	<b>636</b>	<b>3,490</b>

## 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		
	<b>Total across all initiatives</b>	<b>155</b>	<b>4157</b>	<b>£133,075</b>	<b>686</b>	<b>2,010</b>
<b>2020 Comparison</b>		<b>161</b>	<b>5,565</b>	<b>£168,012</b>	<b>1,655</b>	<b>10,668</b>

## 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<sup>2</sup>
- 41 families through Vennture Prevent<sup>3</sup>

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:

<sup>2</sup> This work was funded through the Herefordshire Council Family Mentoring contract and additional funding from the Eveson Trust, the EF Bulmer Benevolent Fund, Diocese Social Fund and personal giving

<sup>3</sup> Vennture Prevent is funded by The National Lottery

Family needs and issue	Percentage of families helped				
	2019	2020	2021		
			Family Mentoring	Vennture 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%

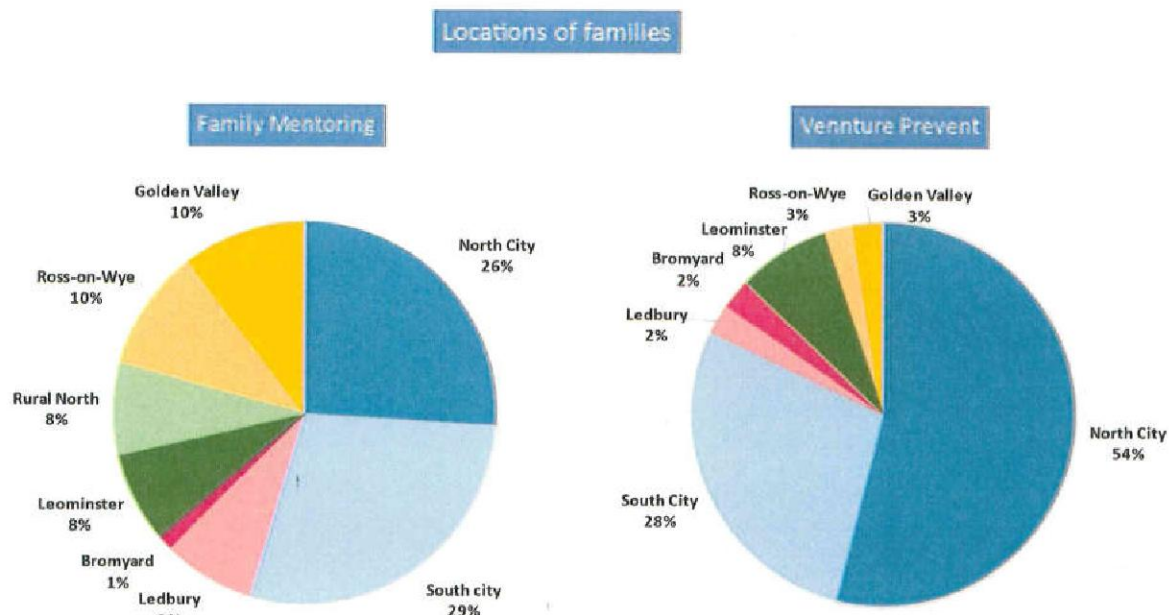
#### Referrals

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 <sup>4</sup> 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%

<sup>4</sup> 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<sup>5</sup> 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<sup>6</sup> 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 Katerina'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<sup>7</sup> 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<sup>8</sup> 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

<sup>5</sup> Non-Violent Restraint – strategies to support parents who have children with challenging behaviour without having to resort to restraint

<sup>6</sup> Not her real name

<sup>7</sup> Not his real name

<sup>8</sup> 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.

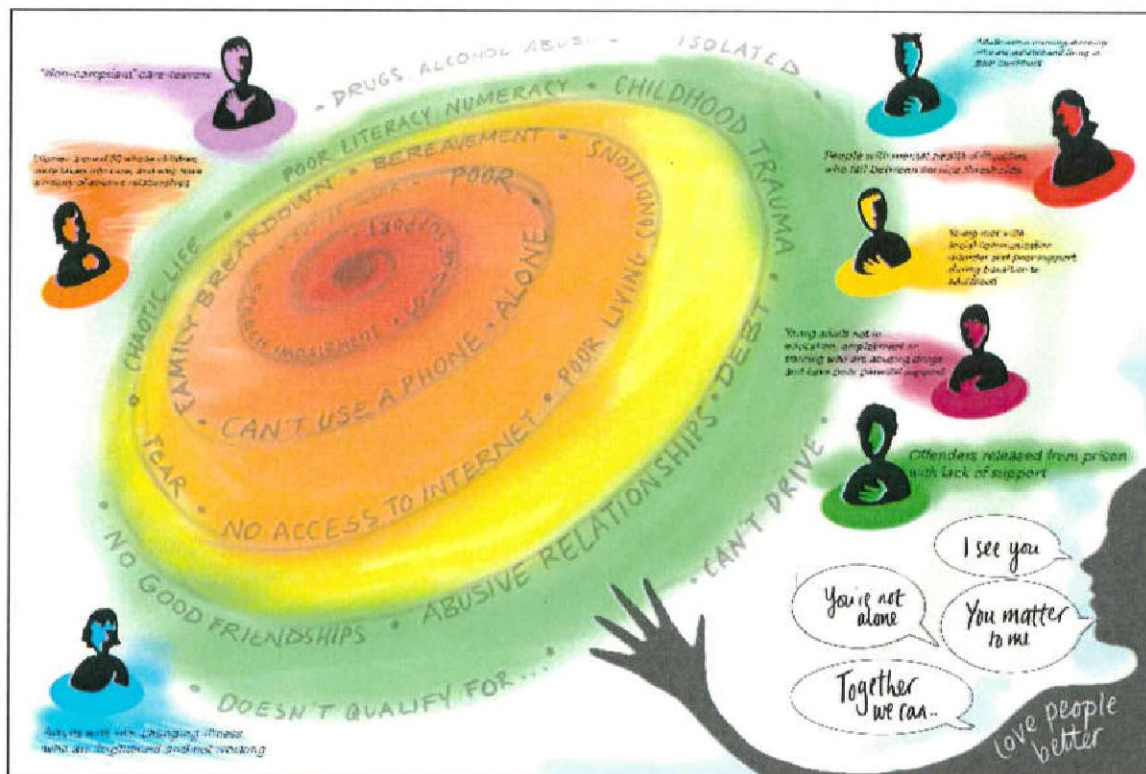
Our goal is to help families help themselves. Typical qualitative feedback is summed up in these quotes:

- *'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-cursor 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				
<b>Referrals</b>				
	Predicted in November	17	Many individuals present with a tangled web of needs	
	Actual by end of March	59		
<b>Age range</b>			<b>Issues:</b>	
	< 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
<b>Connection to services</b>			Offending history	23
	New to service	24	Domestic violence perpetrator	13
	3-12 months	10	Domestic Violence victim	6
	1-5 years	10	<b>Reasons for presenting homeless</b>	
	5 years +	15	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

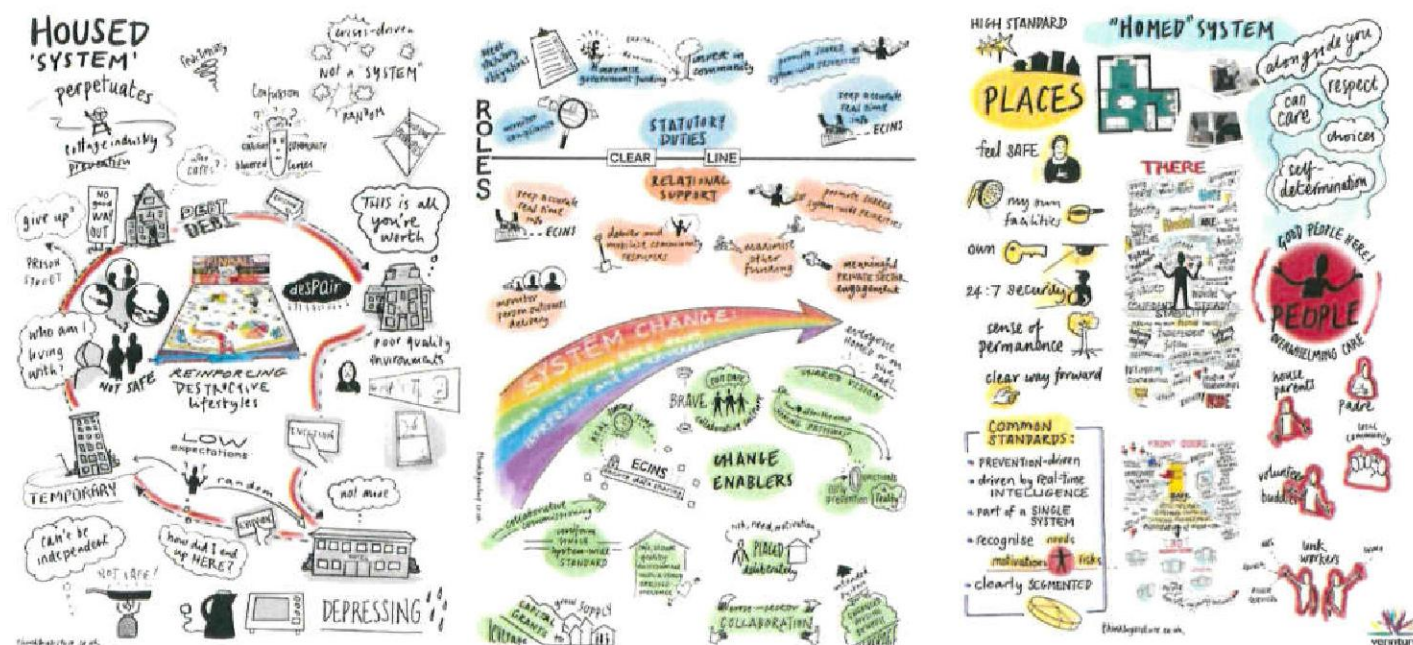
*Making Rough Sleeping and Sofa Surfing, rare, brief, infrequent and non-reoccurring*

*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.

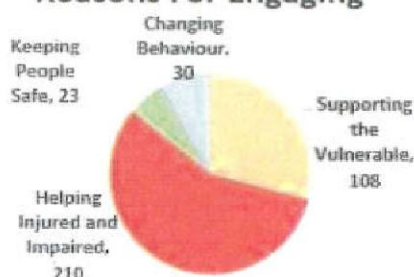
Reasons for engaging were distributed similarly to preceding years, with over half concerned with 'helping the injured and impaired' and roughly a quarter for 'supporting the vulnerable'. This distribution mirrors the data from 2020 with only a slight proportional increase in 'keeping people safe'.

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



### Reasons For Engaging



- *'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

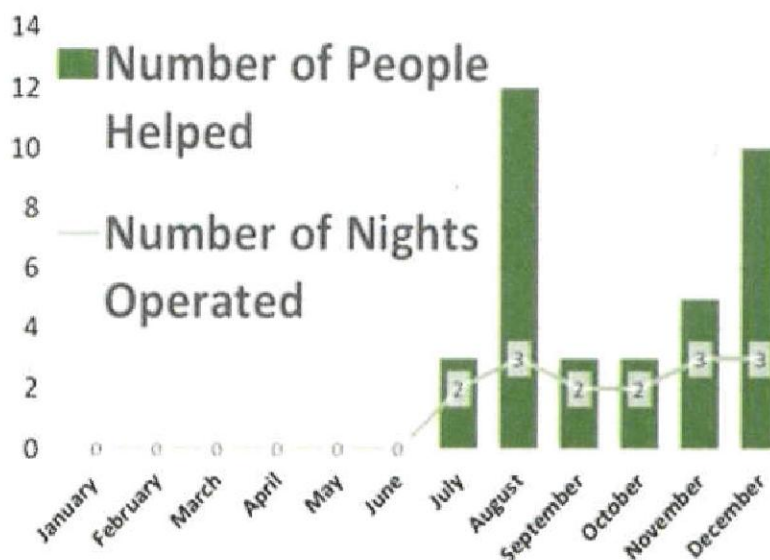
Between 21 March 2020 and 17 July 2021, Lean on Me remained closed due to Covid. The centre re-opened on 24 July 2021. Since then, 36 individuals have been supported throughout the year, staying with us for an average of 1hr 15mins. Throughout the 15 shifts across the year an average of 2.4 people were 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
		Ambulances saved	A&E Admissions saved	Police Custody saved	Supervised Recovery	First Aid	Safe Place	Emotional Support	
36	15	23	17	1	23	6	10	8	1hr 15mins

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.

Herefordshire Vennture

Report of the Trustees  
for the Year Ended 31 December 2021

**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.

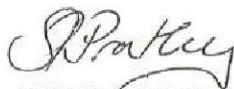
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

**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

### **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](http://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.

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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
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		<u>3,817</u>	<u>-</u>	<u>3,817</u>	<u>12,975</u>
<b>Total</b>		<b>589,828</b>	<b>1,393,613</b>	<b>1,983,441</b>	<b>798,022</b>
<b>EXPENDITURE ON</b>					
Charitable activities	4				
Charitable activity		<u>261,919</u>	<u>633,321</u>	<u>895,240</u>	<u>527,593</u>
<b>NET INCOME</b>		<b>327,909</b>	<b>760,292</b>	<b>1,088,201</b>	<b>270,429</b>
Transfers between funds	16	<u>57,066</u>	<u>(57,066)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		<b>384,975</b>	<b>703,226</b>	<b>1,088,201</b>	<b>270,429</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>121,213</u>	<u>290,424</u>	<u>411,637</u>	<u>141,208</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b><u>506,188</u></b>	<b><u>993,650</u></b>	<b><u>1,499,838</u></b>	<b><u>411,637</u></b>

# Herefordshire Vennture

## Balance Sheet 31 December 2021

	Notes	31.12.21 £	31.12.20 £
<b>FIXED ASSETS</b>			
Tangible assets	10	742,543	13,773
<b>CURRENT ASSETS</b>			
Debtors	11	201,405	13,272
Cash at bank and in hand		<u>686,509</u>	<u>424,563</u>
		887,914	437,835
<b>CREDITORS</b>			
Amounts falling due within one year	12	<u>(105,619)</u>	<u>(14,971)</u>
<b>NET CURRENT ASSETS</b>		<u>782,295</u>	<u>422,864</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,524,838	436,637
<b>CREDITORS</b>			
Amounts falling due after more than one year	13	<u>(25,000)</u>	<u>(25,000)</u>
<b>NET ASSETS</b>		<u>1,499,838</u>	<u>411,637</u>
<b>FUNDS</b>	16		
Unrestricted funds		506,188	121,213
Restricted funds		<u>993,650</u>	<u>290,424</u>
<b>TOTAL FUNDS</b>		<u>1,499,838</u>	<u>411,637</u>

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

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- 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.

Herefordshire Vennture

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 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>1,007,851</u>	<u>289,254</u>
Net cash provided by operating activities		<u>1,007,851</u>	<u>289,254</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<u>(745,905)</u>	<u>(11,362)</u>
Net cash used in investing activities		<u>(745,905)</u>	<u>(11,362)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>261,946</u>	<u>277,892</u>
Cash and cash equivalents at the beginning of the reporting period		<u>424,563</u>	<u>146,671</u>
Cash and cash equivalents at the end of the reporting period		<u><u>686,509</u></u>	<u><u>424,563</u></u>

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	<u>1,007,851</u>	<u>289,254</u>

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	<u>424,563</u>	<u>261,946</u>	<u>686,509</u>
	<u>424,563</u>	<u>261,946</u>	<u>686,509</u>
Debt			
Debts falling due within 1 year	(161)	161	-
Debts falling due after 1 year	<u>(25,000)</u>	<u>-</u>	<u>(25,000)</u>
	<u>(25,161)</u>	<u>161</u>	<u>(25,000)</u>
Total	<u>399,402</u>	<u>262,107</u>	<u>661,509</u>

## 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.

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

**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.

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

**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
	<u>556,993</u>	<u>49,973</u>

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	31.12.20
	Charitable activity	Total activities
	£	£
Grants	1,408,316	733,370
Training services provided	14,315	1,704
	<u>1,422,631</u>	<u>735,074</u>

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	-
	<u>1,408,316</u>	<u>733,370</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
Charitable activity	<u>750,398</u>	<u>144,842</u>	<u>895,240</u>

5. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
Charitable activity	<u>17,684</u>	<u>34,207</u>	<u>87,251</u>	<u>5,700</u>	<u>144,842</u>

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	<u>5,416</u>	<u>7,576</u>

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
	<u>654,633</u>	<u>410,377</u>

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).

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

## 9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	38,727	11,246	49,973
<b>Charitable activities</b>			
Charitable activity	102,514	632,560	735,074
Other income	<u>3,243</u>	<u>9,732</u>	<u>12,975</u>
<b>Total</b>	<b>144,484</b>	<b>653,538</b>	<b>798,022</b>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Charitable activity	<u>108,602</u>	<u>418,991</u>	<u>527,593</u>
<b>NET INCOME</b>	<b>35,882</b>	<b>234,547</b>	<b>270,429</b>
Transfers between funds	<u>55,375</u>	<u>(55,375)</u>	<u>-</u>
Net movement in funds	91,257	179,172	270,429
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>29,954</u>	<u>111,254</u>	<u>141,208</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b><u>121,211</u></b>	<b><u>290,426</u></b>	<b><u>411,637</u></b>

## 10. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
<b>COST</b>			
At 1 January 2021	-	-	5,362
Additions	<u>655,550</u>	<u>72,314</u>	<u>4,508</u>
At 31 December 2021	<u>655,550</u>	<u>72,314</u>	<u>9,870</u>
<b>DEPRECIATION</b>			
At 1 January 2021	-	-	1,090
Charge for year	<u>6,863</u>	<u>3,616</u>	<u>639</u>
At 31 December 2021	<u>6,863</u>	<u>3,616</u>	<u>1,729</u>
<b>NET BOOK VALUE</b>			
At 31 December 2021	<u>648,687</u>	<u>68,698</u>	<u>8,141</u>
At 31 December 2020	<u>-</u>	<u>-</u>	<u>4,272</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

**10. TANGIBLE FIXED ASSETS - continued**

	Motor vehicles £	Computer equipment £	Totals £
<b>COST</b>			
At 1 January 2021	-	47,329	52,691
Additions	<u>2,499</u>	<u>11,034</u>	<u>745,905</u>
At 31 December 2021	<u>2,499</u>	<u>58,363</u>	<u>798,596</u>
<b>DEPRECIATION</b>			
At 1 January 2021	-	37,828	38,918
Charge for year	<u>458</u>	<u>5,559</u>	<u>17,135</u>
At 31 December 2021	<u>458</u>	<u>43,387</u>	<u>56,053</u>
<b>NET BOOK VALUE</b>			
At 31 December 2021	<u>2,041</u>	<u>14,976</u>	<u>742,543</u>
At 31 December 2020	<u>-</u>	<u>9,501</u>	<u>13,773</u>

**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	<u>20,081</u>	<u>9,772</u>
	<u>201,405</u>	<u>13,272</u>

**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	<u>53,364</u>	<u>3,720</u>
	<u>105,619</u>	<u>14,971</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

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

	31.12.21	31.12.20
	£	£
Other loans (see note 14)	<u>25,000</u>	<u>25,000</u>

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	<u>-</u>	<u>161</u>
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>25,000</u>	<u>25,000</u>

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	<u>(25,000)</u>	<u>-</u>	<u>(25,000)</u>	<u>(25,000)</u>
	<u>506,189</u>	<u>993,649</u>	<u>1,499,838</u>	<u>411,637</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

## 16. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<u>411,637</u>	<u>1,088,201</u>	<u>-</u>	<u>1,499,838</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
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
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<b>1,983,441</b>	<b>(895,240)</b>	<b>1,088,201</b>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

## 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 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<u>141,208</u>	<u>270,429</u>	<u>-</u>	<u>411,637</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	134,483	(108,601)	25,882
Raising Future Investment	10,002	-	10,002
	144,485	(108,601)	35,884
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<u>798,022</u>	<u>(527,593)</u>	<u>270,429</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

## 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 £
<b>Unrestricted funds</b>				
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
<b>Restricted funds</b>				
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
<b>TOTAL FUNDS</b>	<u>141,208</u>	<u>1,358,630</u>	<u>-</u>	<u>1,499,838</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 December 2021

**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 £
<b>Unrestricted funds</b>			
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
<b>Restricted funds</b>			
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
<b>TOTAL FUNDS</b>	<u>2,781,463</u>	<u>(1,422,833)</u>	<u>1,358,630</u>

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).