



EVERGREEN CARE TRUST
(A Charitable Incorporated Organisation)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 MARCH 2023

Charity Registration No. 1158271

EVERGREEN CARE TRUST

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EVERGREEN CARE TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Trustees of the Charity present their report with the financial statements for the year ended 31 March 2023. The Trustees have adopted the provisions for charities of the FRS 102 Statement of Recommended Practice (SORP) effective for reporting periods starting after 1 January 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

All correspondence should be addressed to the charity's principal address:

The Evergreen Care Trust
Shyp House
1 Barnack Road
Stamford
Lincolnshire
PE9 2NA

TRUSTEES

- Nicholas Adams Chair
- Pamela Mary Dixon (Resigned 28 July 2022)
- Catherine Sarah Fitt
- Louise Deborah Marsh Founder
- Paul Herniman
- Derek Michael Risk
- Jo Peck (Appointed 28 July 2022)

Charity Patron: Mrs. Miranda Rock of Burghley

Mission, Values & Objectives

The Evergreen Care Trust is an established and trusted charity founded in 2005 to promote healthy ageing, honour old age and find meaningful ways to support older and vulnerable adults through advocacy, friendship, and practical support. The Trust was incorporated as a Charitable Incorporated Organisation on 1st December 2014 and is governed by a constitution.

New Trustees are selected and appointed by present members of the Trustee Board. The recruitment of Evergreen personnel both volunteers and employees is based on our values, sharing the same commitment and intention in supporting, training, equipping and caring for them as shown our member (service user) group.

Mission: To promote healthy ageing and attitudes towards older people, seeking relevant ways to honour old age and if needed, to serve through advocacy, friendship, and practical support.

Our Core Values

These remain foundational to our approach to care and relationships, ethos and activities.

Respect	We believe in the inestimable value of every human being without reservation.
Justice	We aspire to exercise the principles of truth, justice, and equity in all we do.
Service	We seek to nurture a care culture of serving throughout the organisation and into the wider community.
Training	We place great emphasis on development, equipping, and supporting all members of the Evergreen team.
Partnership	We highly esteem unity, collaboration and working together to make a difference.
Quality	We aspire to excellence without excess.
Generosity	We seek to demonstrate this, through grant giving, sharing resources, knowledge, and experience with partner colleagues.
Stewardship	We aspire to practice sound management of all funds and resources received.

Objectives

1. To ensure our vision and operations reflect the ethos and values on which the charity was founded.
2. To remain engaged with Neighbourhood Working (Health, Social Care and third sector collaborative working) Care network and consortium, and partnerships with local businesses, schools, colleges, churches, community groups and allied agencies.
3. Continue to monitor the demographic of the local community to ensure the Charity continues to provide the correct resource which matches the needs of our Members.
4. To maintain aspirations for excellence in all we do and provide, maintaining Good and Outstanding rating with the Care Quality Commission (CQC)
5. To exercise Value based recruitment and retain quality Evergreen personnel, engaged in the governance, administration, and delivery of our care provision, offering excellent working and pay conditions for employees and showing appreciation to our volunteers along with support and training.

Strategies Employed to Achieve Objectives

1. As lock down procedures came to an end it provided an ideal opportunity to undertake a Service Review to see which of the Paid For and Volunteer Led services were still relevant and identify potential new initiatives to include in to the service mix provided. This project was carried out with the front line staff members and Volunteer Service Leads and was picked up by the new Senior Leadership Team when they started in January 2023. As part of the review a new paid post was created to help grow the Volunteer Led services which had been reduced leading in to and through the COVID 19 pandemic.
2. A new Senior Leadership Team was recruited to replace the leaving Registered care Manager (RCM) Director and Volunteer Service Coordinator. To allow focus to be brought to both sides of the Trust, Paid For and Volunteer Led, the new RCM post focuses solely on the Paid For services while the Volunteer Service Manager focuses on running the volunteer led activities. Both report to the Board of Trustees independently but are expected to work closely together to ensure that the services offered dovetail to provide members with a suite of complementary services depending on their needs.
3. Governance and management ensure that all activity, vision casting, and change management are measured against our core values and mission. This is cascaded to all levels through regular staff meetings and weekly staff briefings. The Governance Code is progressively being incorporated into our Trustee Induction procedure and meetings, influencing policy regarding recruitment of Trustees, assigning Trustees responsibilities, inclusion, diversity and equality. The Code has also been incorporated into the Risk Register. Regular team (All Lead) meetings were reinstituted in January and continue on the first Monday of each month. In February the Member's Committee meetings were also re-instituted with members agreeing to meet bi-monthly initially but have now recommended quarterly, unless there is a particular issue that demands an extraordinary meeting. The Board is proposing to invite service Leads, Supervisors and office admin staff to also meet regularly with the Trustees to encourage relationship building and understanding within the wider team. This has been well received by all levels of staff.
4. The Trust has established processes and procedures to ensure CQC compliance with national standards and best practice recommendations, and evidencing this. Our new CQC (Quality Compliance Systems) has been successfully implemented to ensure all the correct policies and procedures are in place to promote safe working practices. We have also implemented our new Bright HR system to record dissemination to staff, this will ensure on-going compliance as they update the regulations, in turn, updating the policies and procedures. The Founder, former inspected RCM & Notifiable Individual for the Evergreen Care Trust, Louise Marsh notified the CQC of the departure of the RCM in August 2022 and acted as Caretaker RCM until the appointment of Caroline Joyce RCM in January 2023.
5. Evergreen continues to maintain membership with the Clinical Research Network East Midlands & University of Lincoln's School of H&SC's RELEC network for Home Care providers. The team have undertaken surveys, Working parties and act in an advisory capacity for the Research Community engaging and developing relevant Social Care Research. There are a number of Home Care studies in the pipeline that Evergreen hopes to participate in. Evergreen considers evidence based practice vital in meeting CQC standards and demonstrating innovative, creative person centred best practice.

6. Evergreen has been registered as a National Living Wage employer since 2017. In line with this pay rates advised by the NLW Foundation giving front line staff a 10% increase. This was further supported with the separate payment of travel time between calls. In doing this the Trust also recognises the increased cost resulting from this which ultimately is borne by the service user.
7. The Volunteer Services Team have worked closely with service users and volunteers to reintroduce face to face befriending and other Volunteer Led activities, much needed after the time that many elderly and vulnerable people spent shielding during the pandemic. Volunteer service users are represented in the Member's committee and provide their views and recommendations.
8. The Building Better Mental Wealth project continued to go from strength to strength and the Trust secured funding from the Alan Boswell Group Charitable Trust. The members of this group suggested that they would like to re name the project and as a group they voted that the former BMW be rebranded as the Friends Together Group.
9. During the COVID pandemic we have reviewed and implemented a tailor made training package for all staff and volunteers. This training includes revised Safeguarding which can be completed online or in written format. This continues to evolve to meet the need of our volunteers and staff. The online training is provided by an accredited Health & Social Care provider, is mandatory and enables CQC compliance. It is however widely recognised that the team getting together regularly to share knowledge, experience and group face to face learning is highly valued by volunteers and staff at all levels and this is being reintroduced as a matter of priority post Covid.
10. We continue to improve the celebration of our services via social media. We also are proactively involved in local and national promotions. An annual Volunteer Celebration is being re-visited with a forthcoming event planned, to acknowledge and celebrate the work of our volunteers and the difference they make in local people's lives.
11. The website was updated at the beginning of the year and given a new layout. It has allowed us to actively promote our paid for and volunteer services together with all activities, including our fundraising efforts and is regularly updated. This continues to evolve and improve to make it easier to read and navigate.
12. The Trust continues to ensure the safety of Members and staff by supplying all necessary PPE. All staff conduct a twice weekly lateral flow test, and they are registered on a weekly basis and results are reported and monitored to ensure safe working practice. All staff have also had their double COVID and booster vaccinations. The Trust continues to follow Government guidelines into post covid season.
13. Evergreen is the lead organisation representing the third sector in Neighbourhood Working in our district. Representatives meet monthly via zoom conference. Neighbourhood Working remains a key Evergreen activity while it enables a 'joined up approach' to the planning of care and support for local people. It has a special focus in our district on moderate to severe frailty, which represents a high percentage of our service user group. It is a privilege to represent the third sector in this hugely important integrated care forum. Direct contact with Neighbourhood

working is maintained and a specialist nurse has been assigned to support our member group.

14. Evergreen is also involved in the South Lincolnshire Alliance for Mental Health (SLAMH). This allows active networking between different stakeholders to promote the awareness and improvements required for Mental Health in the Community.

General

Evergreen in the last financial year provided support and care through its wide range of 'no charge' and 'paid for services' for over 300 people, their families, and carers, the majority of these received support through our volunteer led no charge services.

Success continues to be measured through feedback from service users, family, and carers as well as volunteers and staff through regular reviews, evaluation forms and notifications, letters and cards. Evergreen has an established reputation locally as a charity which responds to local need with compassion and commitment and for working collaboratively with statutory and other sector organisations for the benefit of local people.

The primary objective going into the financial year was to engage with our frontline staff and volunteer leads to undertake a review of services, and resources required to support those services. This was initially led by the Director & RCM along with the Volunteer Service Coordinator but was picked up by the Trustees when both these persons resigned. This was undertaken initially with a questionnaire to highlight key areas of strength, weakness and opportunities followed by group meetings to work through the various points. As a result the Trust constructed a Guaranteed Hours contract for those front line workers wanting to avail of more security in their hours. Training time was reverted to being paid at the full hourly rate rather than the discounted rate it had become, and paid travel time between calls was implemented. To improve resourcing of the two sides of the Trust commitment was made to hire a Social Engagement Lead to provide more paid support to the Volunteer Led activities and more Care Supervisor Hours were committed to the Care Suite so that the Trust could be more consistent and proactive in its ability to take on new service users.

As a result of the resignation of the Director & RCM and the Volunteer Service Coordinator focus shifted to finding suitable replacements to lead the two sides of the Trust. Appointments were made such that the new leadership came into effect on January 3rd 2023 and a three month induction plan was put in place to try and give exposure all aspects of the Trust.

Evergreen in representing the third sector maintains its contribution to Neighbourhood Working which is a fine example of integrated service provision and collaborative work to improve service efficacy and reduction of duplication and unnecessary waste. The intent is to join up services to enhance the care and support of persons especially those who are deemed frequent service users. The general benefit of this is to reduce unnecessary hospital admissions, the reduction in GP visits, and the promotion of positive wellbeing as the health and social care sector partner with the third sector to implement this strategy.

Evergreen considers it a great privilege to be allied to and engaged with this very proactive practice. The Director and RCM and or her team meet monthly with health, social care and allied colleagues for this purpose. We remain actively involved in knowledge sharing, participating in collaborative trials and projects and proudly represent the third sector in respect of this. We are convinced of the value of this approach to care provision and believe that it is local people who benefit from these efforts.

Evergreen remains committed to the support and valuing of its personnel. This includes pastoral care, wellbeing advice, professional development, regular supervision and support, and adherence to best Health & Safety practice in the office and in the field. The Trust is in its 6th year as a registered National Living Wage Employer.

Public Benefit

We believe that the supports and services the Trust has developed over 18 years, is now a vital resource for local older and vulnerable people and a strong partner with allied health and social care professionals. Most of our 'no charge' services are volunteer led and provide opportunities for social engagement, life enhancing activities, and support with practical matters. The 'not for profit' paid for services cover a range of low-level interventions and higher need regulated care activities for which local demand is high. The Trust is committed to equality and diversity and welcome engagement with people from different communities and minorities without reserve, whether as service users or as Evergreen personnel.

Significant Activities

The Trust maintains its 8 'no charge' services with demand for most of these remaining high. We are in the process of reviewing our volunteer led services to ensure they continue to meet the needs of the community we service. The launch of our Volunteer led Building Better Mental Wealth project was launched in November 2021 and is going from strength to strength and has been extended to at least March 2023.

All our Volunteer Led Services are now all back up and running, with the exception of the Friendship Lunch Club as we learn to live with COVID in our communities which has affected demand for some services. The Volunteer services are supported by a register of 174 volunteers.

Our Befriending service has now been extended to offer a listening support. This listening support is now a welcomed addition to this service, not only to aid the Member through a particular personal or family crisis, with a view to Befriending once the crisis has been dealt with.

Our Wellbeing Warden service continues to assist individuals with their medication and nutrition and hydration and now also provides some personal care alongside those other services. Our paid for services, both Home Support and Wellbeing Service have assisted and cared for over 120 persons on a regular basis in the last financial year.

Evergreen's Assisted Living provision continues to be of value to the local community in that Evergreen will supply and fit only Police approved, Supra 500 Key safes, supply and manage Medication safes, and installation of the Evergreen Lifeline 24 Telecare service.

Partnership Activity

Friendship Lunch Club

Evergreen is in consultation with South Kesteven District Council on the potential re visiting of the Friendship Lunch Clubs which operated out of the former sheltered housing accommodation sites in Stamford, utilising their kitchens and dining facilities to provide social engagement with nutritious meals and informal health assessment. These talks are ongoing.

Friendship Tea

Following on from the previous partnership with Barn Hill Methodist Church, Dementia Support South Lincs and Evergreen to provide a monthly 'Dementia Café' the service was relaunched by Evergreen as the Friendship Tea and held monthly in the Stamford Free Church. The attendees have more than quadrupled! This gathering is considered a great local resource and offers fun, friendship and respite for carers of loved ones living with dementia. This is a volunteer led service and attracts volunteers who appreciate the difference this gathering makes for those living with dementia.

Research

As a Trust we are pleased to announce that we joined the Research, Learning & Excellence Community (RELEC) of Home Care providers funded by the NIHR Clinical Research Network East Midlands and the University of Lincoln School of Health & Social Care in July 2021. Further to this we were the first Home Care Provider to sign up to the join Dementia Research campaign. We pushed for this change as historically it was only for Care Homes and individuals to sign up. We have actively engaged with various Universities to take part in integral research that also helps us to improve the ways we work and serve our local community.

It is important to us that we lead the way in active participation in research for Dementia and social care research in general, nurturing a culture of research, learning and excellence within our organisation.

Our Founding Trustee Louise Marsh continues her Health & Social Care Research team role at the University of Lincoln and is furthering efforts to establish evidence based best practice moving away from time and task service delivery to self-managing teams focusing on whole person-centred care delivery and team practice.

Financial Review

The Evergreen Care Trust is a faith-based organisation and the funding of the ongoing free of charge services provided by the Evergreen Care Trust is primarily from public donations, although during the year money was also raised from fund raising events, mainly the successful Evergreen Christmas Cracker. These funds along with the contribution from the paid for services help to cover the administrative costs of the Trust, including general running costs and salaries of administrative staff.

In 2022/23 the Trust had an income of £357,296 (£408,393 in 21/22) including donations and grants of £102,831. Expenditure in the year was £360,473 (£364,008 in 21/22) giving rise to a deficit of £3,141 (surplus of £44,385 in 21/22). The year on year reduction in income was due to the decline in the Home Support service pending the outcome of the Service Review reported above as well as a lower level of donations. The lower relative reduction in costs was due to increases in pay and the costs of the new Friends Together project (previously BMWV). The detailed results for the year and financial position of the charity are shown in the financial statements.

At the 31 March 2023 the charity had total reserves of £124,381, of which £22,387 was restricted. These reserves were equivalent to just under 4 months of the planned expenditure over the coming year. The Trustees regularly monitored the level of reserves

EVERGREEN CARE TRUST

and aim to at least retain 3 months expenditure as a reasonable balance between the need to resource current expenditure and the need for longer term sustainability.

Future Plans

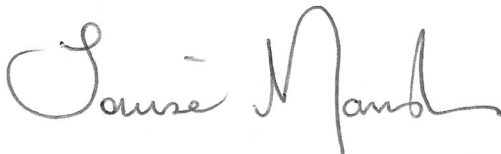
After a year of consolidation following on from the Covid Pandemic the Trust has in the current year been carrying out a consultation with stakeholders to review the need and effectiveness of all the current services both paid for and voluntary. The aim is to develop plans to ensure the services continue to meet the needs of the local community and identify additional needs that may require new services. The aim is to make any identified changes in time for the next financial year in April 2023.

This will result in a year of investment as the Trust sows seeds of faith by adding new members of staff on both the Paid For and Volunteer led side to provide the necessary resource required to provide the services, highlighted as necessary through the service review, to the standard to which the Trust demands.

Acknowledgement

The Evergreen Care Trust acknowledges the enormous public support and generosity of individuals, churches, community groups and local businesses. Without this support and that of our amazing volunteers and employees, so much of what Evergreen does in providing meaningful support and care for local people would not be achieved. To all our supporters we say thank you.

Signed on behalf of Trustees



Louise Deborah Marsh

Founder & Trustee

29 January 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EVERGREEN CARE TRUST

I report on the accounts for the year ended 31 March 2023 set out on pages 10 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

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

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

Basis of the independent examiner's report

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

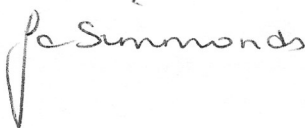
Independent examiner's statement

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

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

- to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006 ; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

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



Jan Simmonds ACMA CGMA

January 2024

EVERGREEN CARE TRUST

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations & Legacies	2	79,611	23,220	102,831	127,550
Charitable activities	3	243,649	-	243,649	269,282
Trading activities	4	10,615	-	10,615	11,555
Investments	5	202	-	202	7
Total incoming resources		334,077	23,220	357,296	408,393
Expenditure on:					
Raising funds	6	360	-	360	3,278
Charitable activities	7	346,925	13,152	360,077	360,731
Total resources expended		347,285	13,152	360,437	364,008
Net income/(expenditure)		(13,209)	10,068	(3,141)	44,385
Fund balances brought forward		115,203	12,319	127,522	83,137
Transfers between funds	13	-	-	-	-
Fund balances carried forward		101,994	22,387	124,381	127,522

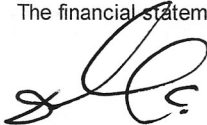
There are no recognised gains and losses other than those passing through the statement of financial activities.

All activities derive from continuing operations. There were no activities resulting from Endowment Funds

**BALANCE SHEET
AT 31 MARCH 2023**

	Notes	Un-Restricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets					
Tangible Assets	10	601	-	601	315
Current assets					
Debtors	11	26,509	-	26,509	24,794
Cash at bank and in hand		105,537	25,792	131,329	145,693
Total current assets		132,046	25,792	157,838	170,488
Creditors: amounts falling due within one year	12	30,653	3,405	34,058	43,281
Net current assets		101,393	22,387	123,780	127,207
Total assets less current liabilities		101,994	22,387	124,381	127,522
Net assets		101,994	22,387	124,381	127,522
FUNDS	13				
Restricted funds				22,387	12,319
Unrestricted funds:					
Designated funds				5,000	5,000
Other charitable funds				96,994	110,203
TOTAL FUNDS				124,381	127,522

The financial statements were approved by the Trustees on 29 January 2024 and signed on their behalf by:



Derek Risk
Trustee

CASH FLOW STATEMENT FOR YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Operating surplus/(deficit)	(3,343)	44,378
Reconciliation to cash generated from operating activities		
Depreciation of tangible assets	347	504
Decrease in stock		
Decrease / (Increase) in debtors	(1,715)	4,935
(Decrease) / Increase in creditors	(9,223)	(618)
Cash generated from operating activities	(13,934)	49,198
Cash generated from financing activities		
Interest received	202	7
Cashflow from Investing activities		
Payments to acquire tangible assets	(632)	-
Net increase in cash	(14,364)	49,205
Cash at bank and in hand at beginning of year	145,693	96,488
Cash at bank and in hand at end of year	131,329	145,693
Consisting of:		
Cash at bank and in hand	131,329	145,693
	131,329	145,693

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES

Accounting convention

These accounts have been prepared under the historic cost convention and the Trustees have adopted the provisions for charities of the FRS102 Statement of Recommended Practice (SORP) effective for reporting periods starting after 1 January 2016.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Amounts not received are included in Trade Debtors. Tax reclaims are included when cash is received from HMRC.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

All equipment, fixtures & fittings	20% on cost
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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. The purpose of each restricted fund is included in the notes to the financial statements

Independent examination fee

The cost of the Independent examination included in these accounts is nil.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (continued)**

2	Grants, Donations & Legacies	Total 2023 £	Total 2022 £
	Un-restricted		
	Donations	71,023	79,391
	Legacies	-	13,662
	Gift Aid Refunded	8,589	19,869
	Total	79,611	112,922
	Restricted		
	Infection Control Grant	10,965	2,634
	Friends Together	12,255	9,944
	Chaplaincy Training	-	2,050
	Total	23,220	14,628
3	Income from Charitable Activities	Total 2023 £	Total 2022 £
	Un-restricted		
	Home Support	166,583	191,450
	Wellbeing	77,066	77,492
	Other	-	340
	Total	243,649	269,282
	Restricted		
	None	-	-
4	Income from Fund Raising	Total 2023 £	Total 2022 £
	Un-restricted	10,615	11,555
5	Investment income	Total 2023 £	Total 2022 £
	Bank interest received	202	7

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (continued)**

6	Expenditure on Fund Raising	Total 2023 £	Total 2022 £
	Un-restricted		
	Publicity	20	1,181
	Other Fundraising	340	2,097
		<u>360</u>	<u>3,278</u>
<hr/>			
7	Expenditure on Charitable Activities	Total 2023 £	Total 2022 £
	Un-restricted activities		
	Home Support	148,313	155,844
	WellBeing	40,106	39,451
	Volunteer Services	16,221	17,099
	Administration Wages	52,311	47,554
	Other support costs	89,975	91,067
	Total	<u>346,925</u>	<u>351,015</u>
	Restricted		
	Infection Control	3,661	2,634
	GGF Meals	-	3,376
	Friends Together	9,491	3,705
	Total	<u>13,152</u>	<u>9,716</u>

8 Trustees and Key Management Personnel remuneration and expenses

No trustee received remuneration or claimed expenses for their work as a trustee (2022: £Nil).
Due to staff changes there were three key management employees during the year who received remuneration, pension contributions and other benefits in the ranges £5,000 to £15,000 (2) and £15,000 to £25,000 (1), all part year.
(2022: One key management employee in range £35,000 to £45,000)

9 Staff Costs and Numbers

	2023 £	2022 £
Wages and salaries	275,410	283,206
Social security costs	6,748	6,934
Pension costs	3,607	3,552
Total Staff Costs	<u>285,765</u>	<u>293,692</u>

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

	2023	2022
	<u>25</u>	<u>29</u>

No employee received emoluments in excess of £60,000 per annum.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (continued)**

10 Tangible Fixed Assets

Cost	Computer Equipment £	Office Equipment £	Angels Equipment £	Total £
At 1 April 22	3,926	10,976	2,328	17,230
Additions	-	632	-	632
At 31 March 2023	3,926	11,609	2,328	17,862
Depreciation				
At 1 April 2022	3,611	10,976	2,328	16,915
Charge for the year	315	32	-	347
Disposals and adjustments	-	-	-	-
At 31 March 2023	3,926	11,008	2,328	17,262
Net Book Value				
At 31 March 2023	-	601	-	601
At 31 March 2022	315	-	-	315

11 Debtors

	2023 £	2022 £
Trade Debtors	26,509	24,713
Covid 19 Shopping Cash	-	81
	26,509	24,794

12 Creditors: amounts falling due within one year

	2023 £	2022 £
Accruals	1,066	2,789
Income in Advance	-	10,965
Other creditors	34,058	32,216
	35,124	45,970

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

13 Movement in Funds

	Opening Balance at 1.4.22	Incoming resources	Resources expended	Transfers between funds	Closing Balance at 31.3.23
	£	£	£	£	£
Unrestricted funds					
General fund	115,203	334,076	347,285	-	101,994
Restricted funds					
Clive Dixon Respite	3,951	-	-	-	3,951
Infection Control	-	10,965	3,661	-	7,304
Friends Together	6,239	12,255	9,491	-	9,003
Chaplaincy Training	2,050	-	-	-	2,050
UK Developments	79	-	-	-	79
	<u>12,319</u>	<u>23,220</u>	<u>13,152</u>	<u>-</u>	<u>22,387</u>
TOTAL FUNDS	<u>127,522</u>	<u>357,296</u>	<u>360,437</u>	<u>-</u>	<u>124,381</u>

14 Purposes of Restricted Funds

Clive Dixon Respite Fund

Provides treats, trips out and respite for those for whom these benefits would be financially prohibitive

Infection Control Grant

Grant to support ongoing infection control training costs

Friends Together (previously BMW)

Grant to support twice weekly sessions to improve members mental wellbeing

Chaplaincy Training

Grant to support expenses on chaplaincy training course

UK Developments

Initiative to promote the Evergreen Model in other communities

15 Related party disclosures

There are no related parties.