

VOLITION COMMUNITY

England & Wales · Charity number 1160268

Details

Other names	VOLITION
Status	Registered
Legal form	CIO
Registered	2015-02-02
Register	View on the Charity Commission register

Contact

Address	Manchester Cathedral Victoria Street Manchester M3 1SX
Phone	01618332220
Website	volitioncommunity.org

Activities

Objects: THE OBJECTS OF THE CIO ARE:3.1.1 THE RELIEF OF UNEMPLOYMENT FOR THE BENEFIT OF THE PUBLIC IN SUCH WAYSAS MAY BE THOUGHT FIT, INCLUDING ASSISTANCE TO FIND EMPLOYMENT.3.2 THE CIO SHALL PURSUE THESE OBJECTIVES THROUGH STRUCTURED VOLUNTEERINGPLACEMENTS AND SUPPORT TO PREPARE UNEMPLOYED PEOPLE FOR WORK AND CONNECTTHEM WITH LOCAL EMPLOYERS. THIS WILL BE DELIVERED IN THE FOLLOWING WAYS:3.2.1 RAISING ASPIRATIONS AND CONFIDENCE - BY CHALLENGING COMFORT ZONES,PARTICIPATING AND SEEING NEW POSSIBILITIES, PEER SUPPORT, LIFE COACHING.3.2.2 REMOVING BARRIERS TO WORK - PRACTISING WORK READY SKILLS FROMCONFIDENCE, SKILLS, OVERCOMING PERSONAL ISSUES TO TRANSPORT AND BETTERNETWORKS.3.2.3 EMPLOYER ENGAGEMENT - CAREERS TALKS, SITE VISITS, TRAINING, GUARANTEEDINTERVIEWS, MOCK INTERVIEWS, CREATING A LASTING SHIFT IN EMPLOYERS'ATTITUDES TO UNEMPLOYED PEOPLE, THEIR HIRING PRACTISES AND READINESS TOSUPPORT PEOPLE.3.2.4 INCREASING SKILLS - SOME WITH LEVEL 1 QUALIFICATION, OTHERS COMPLETINGNVQS, WORK EXPERIENCE, VOCATIONAL COURSES, FURTHER VOLUNTEERING, WORKEXPERIENCE.3.2.5 IMPROVED HEALTH AND WELLBEING.3.2.6 SOCIAL INCLUSION - FROM DISENGAGED TO INVOLVED AND PARTICIPATING.3.3 NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THECIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THECHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005 AND SECTION 2 OF THECHARITIES 'ACT (NORTHERN IRELAND) 2008.

Activities: We operate as a Cathedral Volunteer Programme for unemployed people. We bring a sharp focus to their employability and skills needs and create a structured pathway to support them back to work. Our volunteers are not clients or customers, it is their decision to choose and commit to being a volunteer and they can stay as long as they want to. There are no goodbyes.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£204,744	£219,155	-	-
2023-12-31	£149,615	£211,842	-	-
2022-12-31	£330,319	£232,614	-	-
2021-12-31	£128,884	£148,493	-	-
2020-12-31	£142,517	£138,779	-	-

Trustees

Name	Role	Appointed
The Very Revd Rogers Govender	Chair	2015-02-02
ANTHONY O'CONNOR		2015-02-02
JAMES BLAKEY		2015-02-02
JOHN EDWARD ATHERDEN FCA		2015-02-02

VOLITION COMMUNITY

England & Wales - Charity number 1160268

Accounts

CHARITY NUMBER 1160268

Volition Community

Charitable Incorporated Organization (CIO)

Annual Report and Financial Statements

Year Ended

31 December 2024

Volition Community

Annual report and financial statements for the year ended 31 December 2024

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Volition Community

Annual report and financial statements for the year ended 31 December 2024

Legal and administrative information

Contact Address

Volition Community
Manchester Cathedral
Victoria Street
Manchester
M3 1SX

Telephone 0161-833-2220

Legal Status

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268. The governing document is the constitution.

Trustees

The Very Reverend R.M. Govender MBE - Dean of Manchester
Mr J.E. Atherden
Mr J. Blakey
Mr A.T. O'Connor

Independent Examiner

Sarah Anderson FCCA
Eden Building
Irwell Street
Salford
M3 5EN

Bankers

Royal Bank of Scotland plc
St Ann Square Branch
1 Hardman Boulevard
Manchester
M3 3AQ

Volition Community

Trustees' report for the year ended 31 December 2024

The Trustees present their tenth annual report and the financial statements for the year ended 31 December 2024.

Structure, governance and management

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees who served during the year are listed below.

The Very Reverend R.M. Govender - Dean of Manchester

Mr J.E. Atherden

Mr J.R. Blakey

Mr A.T. O'Connor

The Trustees are responsible for setting the strategic direction of the charity.

Trustees are recruited on the basis of required skills to complement the existing body of Trustees. Each Trustee benefits from an induction programme tailored to their knowledge and experience. The Trustees continue to deploy a wide range of skills and experience essential to good governance.

Risk Management

The trustees have performed a review of the risks that we believe could seriously affect the charity's performance, future prospects, reputation or its ability to deliver against its priorities. This development of our risk process has resulted in the inclusion of liquidity as a principal risk. The expenditure of the charity is closely monitored with regular forecasts of cash requirements and regular management accounts that are reviewed by the trustees.

Going Concern

The Trustees have revisited their going concern assessment in October 2025. Cash-flows have been re-worked to the end of 2026 to include the impacts on income. The Trustees consider that the charity continues to provide its public benefit. A number of new sources of income were identified for 2024. In 2024 the charity obtained a grant from a Manchester hotel chain to partly fund the beekeeping programme for a three-year period. At the date of signing the current bank balance of £19,396 is sufficient to cover any committed expenditure. The Trustees therefore consider that it is appropriate for the financial statements to be prepared on a going concern basis.

Objectives and activities

The Trust is a registered charity whose objects are:-

The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The charity shall pursue these objects through structured volunteering placements and support to prepare unemployed people for work and connect them with local employers. This will be delivered in the following ways:

- Raising aspirations and confidence – by challenging comfort zones, participating and seeing new possibilities, peer support, life coaching.
- Removing barriers to work – practising work ready skills from confidence, skills, overcoming personal issues to transport and better networks.
- Employer engagement – career talks, site visits, training, guaranteed interviews, mock interviews, creating a lasting shift in employers' attitudes to unemployed people, their hiring practises and readiness to support people.
- Increasing skills – some with Level 1 qualification, other completing NVQ's, vocational courses, further volunteering, work experience
- Improved health and wellbeing.
- Social inclusion – from disengaged to involved and participating.
-

The trustees have had due regard to the Charity commission guidance on public benefit.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance

Volition Community was established on 2 February 2015 as a charity with the following two objectives:

1. The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

The report that follows includes a wealth of information about how Volition Community has operated in 2024 and the profiles of our clientele. The contents are a great tribute to the dedication and hard work of all our staff and they celebrate our external collaborations, especially our partnership with Salford Cathedral, The Property Alliance Group, Procure Plus, Dovetail Bars, Hilton & Rowley Ltd, The Benefact Trust, Chapman Holmes Ltd, Manchester City Council, Just Bee Honey, New Vision Events, Manchester College and others within the commercial world who ensure that this small charity can continue to make a great difference to the lives of so many people in Greater Manchester.

There are a few aspects of the report to particularly emphasise. The first is the extent to which we are achieving a high record of success in assisting Volition graduates who have joined the programme into getting employment. We are also pleased that 60% of Volition participants come from ethnic backgrounds.

We must pay tribute to Jobcentre Plus who have been in partnership with us since we launched the programme in 2012, while recruiting from people from across the entire Jobcentre Plus network in Greater Manchester has continued to make a great impact, especially those between the ages of 40 and 60 making up over 50% of our intake in 2024.

We continue to get referrals of those under 20 and over 50, as well as the long-term unemployed, who are often referred to us when other statutory approaches have failed. Our personalised approach, including no goodbyes, excellent volunteering opportunities and the support of major regional employers are reasons why we are able to combine excellent success rates while also taking on people with greater distances to travel in their aim of re-entering paid employment. We provide excellent value for money to our generous donors and are able to make a real and lasting difference to the lives of those referred to us.

I would also like to acknowledge the pleasing and ever-increasing integration of Volition Community with the mission and life of Manchester & Salford Cathedrals. Our gardeners and beekeepers improve the Cathedral's environmental sustainability, and our welcomers contribute to a great experience for the visitors to Manchester Cathedral and our creative writing classes add the growing arts and poetry reach of the programme.

Finally, to all the staff and team members of Volition who do such a wonderful job in enhancing the wellbeing and self-esteem of those who engage with the programme, this is never more evident than in the testimonials outlined in this report and the continued high results.

2024 was the busiest and most exciting year by far for the Volition team! Marking another chapter of meaningful progress and renewed challenges, we supported 240 Manchester residents into work, education and volunteering. With regional unemployment rates above the national average, the demand for Volition's innovative, holistic solutions have grown. We have remained steadfast in addressing long-term unemployment, bridging skills gaps and dismantling barriers to employment.

Our efforts have created life-changing employment and training opportunities for some of Manchester's most disadvantaged residents. The barriers to employment have risen sharply in complexity. Many faced multifaceted and complex obstacles to the labour market, demanding equally complex and unique solutions. Through personalised support, accredited training and structured volunteering, we are turning these obstacles into stepping stones for future success. Our focused approach on addressing long-term unemployment, skills gaps and barriers to employment continues to drive meaningful change. New strategies are creating opportunities and having a positive ripple effect for individuals, families and communities. This analysis highlights our success, key data trends and illustrates the positive impact our efforts are having.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

The team brings together diverse sets of skills and experiences and, as a collective, we have a good understanding of moving people with significant labour market disadvantages back into employment. We recognise that the barriers and problems faced by the long-term unemployed will often mean that finding a job is not the only change needed.

Volunteering

Volunteering isn't just about staying busy, it's about opening doors. By gaining real-world experience and picking up skills employers want, our participants make themselves stand out in a crowded job market. Let's not forget the confidence boost that comes from seeing how these small steps can lead to big career wins. Plus, you get to meet all sorts of people, which can lead to new opportunities you might not have expected. Employers like seeing volunteering on a CV, it shows you're proactive and willing to go the extra mile. Most importantly, it's a confidence booster that helps you build connections, grow your skills and get one step closer to getting back into the workforce. We also understand how important it is to tailor opportunities to meet individual needs. Listening to our volunteers is how we stay ahead of the game. This year, we added poetry workshops and a digital skills hub, all designed to help people stand out to employers. Because whether it's mastering IT or communication, these extras make all the difference when it's time to make a strong application.

Training

What a year it's been for Volition's training! Every single volunteer received personalised support, designed to help them develop key employability skills and take control of their career plans. Each session was tailored to their individual needs and aspirations, ensuring no one was left behind. Our training sessions don't just teach skills, they get people job-ready. From quality CVs to building resilience, we focus on what employers are really looking for. And seeing someone go from unsure to interview-ready, that's what it's all about. We even take our training on the road, because we know fresh spaces can spark fresh ideas and lead to real job offers. The sessions were a perfect mix of professionalism and energy, with a strong focus on boosting communication skills and building self-confidence. On top of that, we've welcomed visitors from the world of commerce, who've dropped in to share their expertise and inspire our volunteers with real-world insights. The open discussions, peer support, and sense of community have been a huge highlight. Together, our volunteers have grown, learned and built skills that will take them closer to their goals. It's been a year full of empowerment, development and shared success.

Training snapshot:

- No-one gets left behind
- Career plans and CVs
- Interview ready skills
- Development and success
- Sense of community

Partnerships

Partnerships are at the heart of everything we do. We know that good, stable jobs are handsdown the best way to fight poverty and social exclusion. That's why Volition works closely with charities, businesses, colleges, cultural organisations and wellbeing groups. Together, we're making social mobility a reality, not just a buzzword. We're fortunate that businesses are waking up to their social responsibilities, and legal frameworks are giving them a nudge in the right direction. What makes us stand out though is our deep understanding of the local community and the people who need support the most. Our secret weapon is the strong relationships we've built with our amazing partners and the diverse group of volunteers who reflect the rich tapestry of Greater Manchester. It's these connections that make our work so impactful and rewarding.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

Measuring Success

We're all about celebrating what matters most and that's getting people back into work. We're equally proud of the fact that 30% of volunteers found paid jobs, but it's the stories behind those numbers that keep us going. Every job offer, every step toward education and every new sense of purpose is proof that our approach works. Social enterprises like ours deliver incredible value, with early intervention and prevention work saving money for the public purse in the long run. But it's more than that, it's about the ripple effects of our work:

Progress into Work or Learning: Helping people find work isn't just our goal, it's our passion. Whether it's through personalised coaching or hands-on volunteering, 30% of our participants have secured jobs they're proud of this year. And the rest? They're stepping into further education and more volunteering, setting themselves up for an even brighter future.

Workforce Skills and Earning Potential: Through training and hands-on experience, our volunteers develop workplace skills that make a real difference. Employers notice it too—better behaviours, stronger abilities, and a clearer path to success.

Health and Well-being: There's nothing like a good routine to turn things around. We've seen it time and again. Someone starts volunteering, gains a sense of purpose and before long, they're walking into interviews with their head held high. Feeling good and looking forward to work. That's what we call a win.

Social Mobility: It's not just about jobs, it's about connections. Volition helps people meet new faces, build networks, and reconnect with friends and family. Feeling part of something bigger, being appreciated and simply being 'seen' is life-changing.

Inclusion: We're proud to engage people who've often been left behind, helping them reimagine their potential. By bringing people together from all walks of life, we break down barriers, reduce inequalities, and create a sense of community that's stronger than ever.

Who do we work with?

1. Employment status

At the start of the year, most participants (96%) were unemployed, with many having been out of work for an extended period. Notably, 72% faced very long-term unemployment (over 2 years), which is significantly higher than the UK average. This highlights the tough challenges people face when trying to re-enter the workforce after such a long break. Skill gaps, low confidence, and health concerns were all prevalent. Interestingly, only 23% of participants were actively job hunting, which underlines the need for tailored approaches to engage and support people at different stages of readiness. These figures show just how vital it is to provide opportunities that meet people where they are and help them build a solid path toward lasting employment.

2. Length of unemployment

Extended periods of unemployment remain a significant challenge, with the median length now surpassing two years. This issue often goes hand in hand with struggles like mental health challenges, outdated work experience and a dwindling professional network. Overcoming these barriers takes more than just finding jobs, it's about rebuilding confidence, creating peer support networks and offering stepping stones back into work, such as volunteering opportunities or quality part-time roles. These small but crucial steps can make a world of difference in helping people regain their footing and move toward sustainable employment.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

3. Qualification levels

Participants came from a wide range of educational backgrounds, spanning from entry-level certificates to post-graduate degrees. Notably, a quarter of the group again had higher education qualifications but faced significant challenges, such as limited work experience, difficulty translating overseas credentials, or gaps in career management skills. This “degree paradox”, where graduates find themselves underemployed or unemployed, highlights a clear disconnect between academic achievement and job market readiness. To tackle this, our tailored support focuses on bridging the gap with career coaching, mentoring and practical exposure, helping participants unlock the full potential of their qualifications and move confidently toward meaningful employment.

4. Skills gaps

Maths and English proficiency continue to be key challenges for many participants, with only 29% reaching Level 2 or above in maths and 33% in English—well below regional and national averages. These foundational skills are crucial for securing entry-level jobs and advancing in the workplace. Additionally, digital literacy poses a significant hurdle, as over a third of participants reported having limited or no access to the internet or technology at home. Tackling these gaps is a top priority, with accessible and practical training programs designed to build essential skills. Volition is committed to building literacy and digital skills with the introduction of new opportunities including poetry workshops and access to a digital hub.

5. Demographics

The volunteer group reflects the diversity and complexity of Greater Manchester:

7%	Under 20	17%	20-29 years
16%	30-39 years	22%	40-49 years
22%	50-59 years	16%	60+ years

Age: A balanced mix of younger and older adults, with peaks in the under-30 and over-40 age groups. Younger participants often face challenges stemming from a lack of experience, while older participants contend with ageism and outdated skillsets.

Ethnicity: The group included a broad range of backgrounds, with 60% identifying as not ‘white British’. This diversity enriches the program and underscores the importance of culturally competent support systems.

Parents and Carers: 40% of participants were parents, with half classified as lone parents, and 27% identified as unpaid carers. Balancing employment aspirations with caregiving responsibilities presents unique challenges, necessitating flexible and supportive interventions.

Volunteers came from across the globe:

Afghanistan, Angola, Austria, Bangladesh, Bermuda, China, Congo, Eritrea, Ethiopia, Guatemala, Hong Kong, India, Iran, Iraq, Ireland, Italy, Liberia, Namibia, Nigeria, Pakistan, Poland, Portugal, Romania, Slovakia, Somalia, South Africa, Spain, Sudan, Sweden, Syria, Turkey, Uganda, UK, Ukraine, Venezuela, Yemen, Zimbabwe.

6. Health and learning needs

We are committed to supporting individuals facing significant employment barriers, with 55% of participants disclosing health conditions or learning difficulties. Challenges include mental health issues like anxiety and depression, neurodiverse conditions such as autism and ADHD, chronic illnesses and learning barriers like dyslexia and dyscalculia. Participants with these challenges face an employment rate 29% lower than their non-disabled peers. As mental health conditions now affect one in four adults annually, our tailored, holistic approach remains vital in helping individuals overcome these barriers and succeed in the workforce.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

KEY ACHIEVEMENTS

- Empowered 240 residents: Supported them into work, education, or volunteering, transforming lives in a region with above-average unemployment rates.
- Job success: 30% of our volunteers secured paid employment, showcasing the effectiveness of our holistic and personalised approach.
- Educational impact: Increased participation in education, with dozens completing accredited qualifications and skills training to enhance employability.
- Barrier-breaking initiatives: Addressed complex challenges like mental health, skill gaps, and social isolation through tailored programs, enabling individuals to rediscover their potential.
- Innovative offerings: Launched new programs, including poetry workshops and a digital skills hub, fostering creativity and modern workforce readiness.
- Ripple effect of change: Beyond individual success, our work strengthens families, fosters community inclusion and reduces the economic burden on public resources.

OUR PATHWAYS TO EMPLOYMENT:

Volunteering

Volunteering is highly beneficial as it provides valuable work experience, helps develop new skills and enhances employability. It offers a chance to expand professional networks, build confidence and demonstrate commitment to prospective employers. Additionally, volunteering can provide structure, a sense of purpose and improved mental well-being, all of which are essential during periods of unemployment.

Training

Employability training equips people with essential skills, such as CV writing, interview techniques and workplace communication, while boosting their confidence and adaptability. It bridges skills gaps, enhances job readiness and helps individuals align their abilities with employer needs, increasing their chances of securing meaningful employment.

Career management

Career management is crucial. It helps people take control of their professional journey, build confidence and stay motivated. It involves setting clear goals, identifying skills gaps and exploring opportunities for growth. By developing a plan, individuals can adapt to changing job markets, enhance employability and work towards securing meaningful and sustainable employment.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

Salford Cathedral

2024 sees Volition in Salford in its second full year, becoming more established as part of the Volition programme overall, with more participants taking the opportunity to volunteer within Salford itself. The fifty-five students who completed the course undertook key volunteering roles within the day-to-day activities at Salford Cathedral such as: administration, gardening, ground maintenance and facilities support. As to the previous year, an opportunity was offered for the students to support with the preparations for the Christmas Fayre which, again, was a great success. Several of the participants, also took part within the beekeeping opportunity supporting in the production of the Heavenly Honey.

Thanks to the enthusiastic team work across the two sisters Cathedral, we had the opportunity to host "Secret Space" event in Salford, where other volunteers from Manchester Cathedral had an experience with the bees on the "ground": this is another confirmation in how much is important that Volition operates across two nearby sites and, constantly, offer different options for any skills, background and personality.

The Volition team, regularly, attends events within Salford local community, with the highlight in "We are Salford" day, in Pendleton Gateway. Due the continued strong relationship with Jobs Centres and DWP, that exponentially is growing year by year, the advisors had been invited to a Coffee Morning where they had the opportunity to visit the scene behind the restoration works in the Cathedral: this helped a lot to realised how many more opportunities will be available for the students in the future. During November we also hosted the first JCP event 50 plus to promote Volition and promoted Volition as provider. The continued relationship with Salford CVS, which has been established over the last two years, has secured the opportunity for every group to take part in wellbeing conversations and the five ways to wellbeing.

Beekeeping

Freshly laundered beekeeping suits heralded the start of the 2024 season. For over 10 years Heavenly Honey has supported Greater Manchester residents gain new skills, enhance their CVs and learn about the environment. Each year has seen an increase in people coming through the programme and 2024 continued this trend. Volition now manages 28 hives over three sites including the prestigious 5 star Treehouse Hotel development. Volunteers learn an impressive set of skills working alongside our professional beekeepers. For the bulk of the year volunteer sessions provide a direct, hands-on experience that focus on all aspects of maintaining healthy colonies, training in safe working and professionalism in the workplace. On rainy days activity shifts to kit maintenance, crafting natural products and carefully jarring, labelling and gift-wrapping Heavenly Honey ready for sale.

And finally, Volition Beekeeping volunteers eagerly embraced an exciting new project when Manchester Cathedral became a Silver Eco Church. Working in a city centre location can be challenging. So to ensure the new wild area is respected and understood we built a dedicated area. This was a great project that everyone got stuck into. The picket fence not only enhances the beauty and security of the garden but also supports a thriving environment for our beloved bees. Through teamwork, creativity, and hard work, we are proud to contribute to this meaningful space, ensuring it remains a sanctuary for both pollinators and people.

Poetry

Since the Volition Poetry Workshop Group began as a volunteer opportunity in April 2024, we have had 38 participants, 8 workshop groups and published 9 poems under the Volition Poem of the Month banner. In modern life, especially when faced with issues surrounding housing and finance, poetry may seem like a luxury. Yet given the space, time and opportunity to express yourself in poetry, the results have been miraculous, heartening and breathtaking in equal measure. 'Poetry is the art of understanding what it is being alive', says Archibald MacLeish, it reminds us of our connectedness and teaches empathy. Within poems, we are given the key to the workings of someone else's mind, and it is often surprising.

Volition Community

Trustees' report (continued) for the year ended 31 December 2024

Achievements and performance (continued)

Our Poem of the Month section is a brilliant publishing opportunity, without comparison. How many people can join an employability course and come out published authors? It gives people well-needed confidence and looks brilliant on their CV. The look on people's face when we tell them their poem is our Poem of the Month is priceless and a source of encouragement. One of our top moments of the year was working with Sufian Mohammed, a published poet in Sudan with limited English-speaking skills. Sufian knew how to write poetry – the fundamentals of which are the same in every language – yet struggled with English comprehension. I spent a time focussing on him and we translated some of his poems into English. He had a brilliant time, and it was a useful challenge in cross-language communication.

Donors & Patrons

We are also very grateful for the financial donations we received from the following during 2024:

Manchester College	Chapman Holmes Ltd
Manchester Cathedral	Salford Cathedral & Our Lady of Mount Carmel
Procure Plus	Hilton & Rowley Ltd
Q-Parks Ltd	Benefact Trust
Bars Incorporated Ltd	Manchester Credit Union
Shape IT Recruitment	Fork & Field Catering
Dove Tail Bars Ltd	Ligtech Ltd
Manchester Cathedral Visitor Centre	Glue Creative
Sterling Event Group	Jimmy Garcia Catering
Alex & Victoria Russell & Property Alliance Group	Lets Get Down to Quizness Ltd
Starwood Capital Group/Deansgate SOF	Just Bee Honey
Department for Work & Pensions	Home Instead
Jobcentre Plus	New Vision Events
Manchester City Council	

And Finally, Our Patrons:

- Sir David Richards, Life Vice President of the Football Association
- Ronald D Painter, CEO, National Association of Workforce Boards, United States of America

Volition Community

Trustees' report (continued)
for the year ended 31 December 2024

Achievements and performance (continued)

Future plans for 2025 and beyond:

Looking ahead: building on success

As we reflect on the progress made in 2024, the stories of transformation and growth inspire us to aim even higher in the coming year. Volition remains committed to empowering individuals by expanding access to skills development, strengthening community partnerships, and embracing innovative solutions to tackle unemployment. With each success story, we reaffirm our belief in the potential of every individual to achieve meaningful employment and a fulfilling life. In 2025, our goal is to deepen the impact of our interventions by focusing on emerging challenges, nurturing resilience, fostering confidence and creating inclusive opportunities. We'll continue to turn barriers into stepping stones, ensuring that more people across Greater Manchester can step confidently into their future. Together with our dedicated staff, volunteers, partners, and supporters, we're excited to embrace the possibilities of the year ahead, celebrating every achievement as we move closer to a workforce where no one is left behind.

We're excited to see the continued expansion of Volition in the Cities of Manchester and Salford, serving an ever-more essential need.

Financial Review

Total income for the year amounted to £204,744 compared to £149,615 in 2023. The increase in income followed additional efforts to obtain support. Net expenditure for the year amounted to £14,411 (2023 Net expenditure £62,227). At 31 December 2024 restricted funds amounted to £6,776 (2023 £12,847) and unrestricted funds amounted to £5,718 (2023 £14,058).

Reserves Policy

The Charity has attracted funding for specific purposes. A significant number of sources are being established so as not to become over dependent upon any single source, thus reducing the overall financial risk to the Charity.

Reserves are needed to bridge the gap between the spending and receiving of income. The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure amounting to £20,000. At 31 December 2024 unrestricted reserves amounted to £5,718. The current level of reserves is therefore lower than needed but fundraising is expected to enable reserves to be supplemented. At 31 December 2024 total funds amounted to £12,494 (2023 £26,905) of which restricted funds amounted to £6,776 (2023 £12,847) and unrestricted funds amounted to £5,718 (2023 £14,058).



A. T. O'CONNOR

Approved and signed on behalf of the Trustees -

27 October 2025

Volition Community

Statement of responsibilities of the Trustees for the year ended 31 December 2024

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Annual report, Trustees' report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Volition Community

Report of the independent examiner Year ended 31 December 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF VOLITION COMMUNITY

I report to the trustees on my examination of the accounts of the charity for the year ended 31st December 2024, which are set out on pages 13 to 21.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the ACT")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Sarah Anderson

911B7AE40D374FC...

Signed:

Sarah Anderson FCCA

BDO LLP

Eden Building

Irwell Street

Salford

M3 5EN

Volition Community

Statement of financial activities for the year ended 31 December 2024

		CURRENT YEAR			PRIOR YEAR		
		Restricted funds	Un-restricted funds	2024 Total	Restricted funds	Un-restricted funds	2023 Total
	Notes	£	£	£	£	£	£
Income from:							
Donations	2	98,030	106,714	204,744	89,053	60,562	149,615
Total income		98,030	106,714	204,744	89,053	60,562	149,615
Expenditure on:	3						
Charitable activities		104,101	115,054	219,155	135,733	76,109	211,842
Total expenditure		104,101	115,054	219,155	135,733	76,109	211,842
Net (expenditure)		(6,071)	(8,340)	(14,411)	(46,680)	(15,547)	(62,227)
Reconciliation of funds:							
Net movement in funds		(6,071)	(8,340)	(14,411)	(46,680)	(15,547)	(62,227)
Funds brought forward		12,847	14,058	26,905	59,527	29,605	89,132
Funds carried forward		6,776	5,718	12,494	12,847	14,058	26,905

All activities derive from continuing operations.
All recognised gains and losses are included in the statement of financial activities.
The notes on pages 16 to 21 form part of these financial statements.

Volition Community

Balance sheet as at 31 December 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	8		-		608
Current assets					
Debtors & prepayments	9	20,013		16,873	
Cash at bank and in hand		14,847		29,921	
		<u>34,860</u>		<u>46,794</u>	
Creditors: amounts falling due within one year					
Creditors & accruals	10	22,366		20,497	
		<u>22,366</u>		<u>20,497</u>	
Net current assets			12,494		26,297
			<u>12,494</u>		<u>26,297</u>
Net assets			12,494		26,905
			<u>12,494</u>		<u>26,905</u>
Funds					
Restricted funds	12		6,776		12,847
Unrestricted funds	13		5,718		14,058
			<u>12,494</u>		<u>26,905</u>

The notes on pages 16 to 21 form part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 27 October 2025.



R.M. GOVENDER MBE
Trustee

Volition Community

Statement of Cash Flows for the year ended 31 December 2024

		2024 Total Funds £	2023 Total Funds £
	Notes		
Net cash used in operating activities	14	(15,074)	(50,365)
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	(1,217)
Net cash from investing activities		-	(1,217)
Change in cash and cash equivalents in the period		(15,074)	(51,582)
Cash and cash equivalents at the start of the financial year		29,921	81,503
Cash and equivalents at the end of the financial year		14,847	29,921

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2024

1. Accounting policies

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The particular accounting policies adopted by the Trustees are described below. The financial statements are prepared in GBP, being the functional currency and are rounded to the nearest pound.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at transaction value.

Fund Accounting

Unrestricted general funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

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

Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment	-	50% on cost
-------------------------------	---	-------------

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised in the statement of financial activities when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be met.

Direct Charitable 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 settlement will be required and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to the community in Manchester. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them including governance costs. Governance costs include the cost of independent examination, the cost of trustee meetings and the cost of preparing statutory accounts.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2024

1. Accounting policies - continued

Pension Costs

The amounts charged to the statement of financial activity for its' defined contribution scheme represents the amount payable in the period.

Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made judgements, the details of which are included in the following accounting policies. There are no areas of significant estimates.

Going Concern

The financial statements have been prepared on a going concern basis. In the current economic climate, the trustees acknowledge the effect of the current cost of living crisis and have reforecast the financial position and cash-flows for the period to 31 December 2025. The forecasts confirm that the charity can meet its obligations as they fall due. The current bank balance of £19,396 is sufficient to cover any committed expenditure. As such the trustees are satisfied that the Charity can settle its obligations for a period of at least 12 months from the date of signing the financial statements and this does not give rise to a material uncertainty regarding the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate for the financial statements to be prepared on a going concern basis.

2. Income – 2024

	Restricted funds £	Unrestricted funds £	2024 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	8,500	-	8,500
Manchester City Council – DI & DS Toolkit	500	-	500
Manchester College – secondment	50,862	-	50,862
Procure Plus	-	28,000	28,000
Deansgate Hotel	28,168	-	28,168
Chapman Holmes	-	31,000	31,000
Glue Creative	-	8,250	8,250
Dovetail Event Group	-	4,793	4,793
Bars Incorporated	-	3,310	3,310
Other grants & donations	10,000	30,599	40,599
Other income	-	762	762
Total income	98,030	106,714	204,744

Income - 2023

	Restricted funds £	Unrestricted funds £	2023 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	8,000	-	8,000
Manchester College – secondment	42,885	-	42,885
Procure Plus	-	17,000	17,000
Deansgate Hotel	28,168	-	28,168
Dovetail Event Group	-	9,802	9,802
Other grants & donations	10,000	33,725	43,725
Other income	-	35	35
Total income	89,053	60,562	149,615

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2024

3. Expenditure – 2024

	Restricted funds £	Unrestricted funds £	2024 Total £
Charitable activities:			
Volunteer programme	99,295	76,678	175,973
Support costs	4,806	33,021	37,827
Governance costs	-	5,355	5,355
	104,101	115,054	219,155

Expenditure - 2023

	Restricted funds £	Unrestricted funds £	2023 Total £
Charitable activities:			
Volunteer programme	122,293	44,431	166,724
Support costs	13,440	26,323	39,763
Governance costs	-	5,355	5,355
	135,733	76,109	211,842

4. Support Costs

Support costs including governance costs are charged to charitable expenditure and allocated between restricted and unrestricted funds based on the activities carried out in that year. There is no allocation of support costs to fundraising as it is considered that the costs are immaterial based on the time spent fundraising. The total support and governance costs for the year amounted to £43,182 (2023 - £45,118) and include postage, stationery, printing, professional fees including accountancy fees of £9,072 (2023 - £10,237), sundry expenses and governance costs of £5,355 (2023 - £5,355) for the independent examiner fees.

5. Information regarding Trustees' remuneration and benefits

Two trustees received regular remuneration for professional services supplied to the charity. Mr J.E. Atherden charged £9,072 (2023 - £10,327) for accountancy and consultancy services in the year. Mr A.T. O'Connor was paid a salary of £18,057 (2023 - £17,197). The legal authority for these payments is set out in the governing document of the charity.

No travel expenses were claimed by any trustee in the year (2023 – None).

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2024 *Continued*

6. Staff Costs

The Charity had six (2023 – seven) employees in the year. There were no employees earning over £60,000 per annum.

	2024	2023
	£	£
Wages & salaries	125,755	121,073
Social security costs	4,822	4,091
Pension costs	10,030	9,513
	<u>140,607</u>	<u>134,677</u>

The charity operates a defined contribution pension scheme for senior staff. During the year the employer's rate of pension contribution was 10% and no employee contribution was required. Five members of staff were included in the scheme (2023 – 4). The contributions outstanding at the period end amounted to £1,216 (2023 -£1,112).

7. Independent Examiners Remuneration

	2024	2023
	£	£
Independent examiners remuneration	5,355	5,355

8. Tangible fixed assets

	Computer Equipment
Cost	£
At 1 January 2024	12,944
Additions	-
At 31 December 2024	<u>12,944</u>
Depreciation	
At 1 January 2024	12,336
Charge for the year	608
At 31 December 2024	<u>12,944</u>
Net book value	
At 31 December 2024	-
At 31 December 2023	<u>608</u>

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2024 *Continued*

9.	Debtors and prepayments	2024	2023	
		£	£	
	Prepayments and accrued income	19,925	16,835	
	Gift Aid debtor	88	38	
		20,013	16,873	
10.	Creditors: amounts falling due within one year	2024	2023	
		£	£	
	Trade creditors	844	413	
	Related party - Manchester Cathedral	8,884	7,374	
	Taxation and social security	3,429	3,854	
	Pension contributions	1,217	1,112	
	Accruals & deferred income	7,992	7,744	
		22,366	20,497	
11.	Analysis of net assets between funds			
		Restricted funds	Unrestricted funds	Total funds
		£	£	£
	Fund balances at 31 December 2024			
	as represented by:			
	Tangible fixed assets	-	-	-
	Net current assets	6,776	5,718	12,494
		6,776	5,718	12,494
		Restricted funds	Unrestricted funds	Total funds
		£	£	£
	Fund balances at 31 December 2023			
	as represented by:			
	Tangible fixed assets	-	608	608
	Net current assets	12,847	13,450	26,297
		12,847	14,058	26,905

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2024 *Continued*

12. Restricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Restricted funds 2024	12,847	98,030	104,101	-	6,776
Restricted funds 2023	59,527	89,053	135,733	-	12,847

Restricted funds include grants received and the related expenditure in providing and developing training projects to assist in the relief of unemployment and to promote social inclusion by assisting people to integrate into society. These grants include the funding of our major project of Beekeeping in the cities of Manchester and Salford. At 31 December 2024 the restricted funds amount of £6,776 relates to the bee-keeping at both Manchester and Salford Cathedrals and at the Deansgate Hotel in Manchester.

13. Unrestricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Unrestricted Funds 2024	14,058	106,714	115,054	-	5,718
Unrestricted Funds 2023	29,605	60,562	76,109	-	14,058

14. Cash flow

Reconciliation of net expenditure to net cash flow
used in operating activities:

	2024 £	2023 £
Net movement in funds as per the statement of financial activities	(14,411)	(62,227)
Adjustments for:		
Depreciation charges	608	3,991
(Increase)/Decrease in debtors	(3,140)	11,651
Increase/(Decrease) in creditors	1,869	(3,780)
Net cash used in operating activities	(15,074)	(50,365)

15. Related party transactions

Transactions with Trustees are disclosed in Note 5.

Included within debtors is a grant of £15,000 (2023 - £10,000) due from Manchester Cathedral Visitor Centre (a registered charity) in recognition of the work carried out by the Charity in promoting the visitor offer of the Manchester Cathedral Visitor Centre. The grant receivable in the current year is £10,000 (2023: - £10,000). R.M Govender is a trustee of both charities.

Included within creditors: amounts falling due within one year, is an amount of £8,884 (2023 - £7,374) owed to Manchester Cathedral. RM. Govender is a trustee of both charities.

Also included within creditors: amounts falling due within one year, is an amount of £1,688 (2023 - £1,688) owed to Mr J.E. Atherden, a trustee of the charity.

VOLITION COMMUNITY

England & Wales - Charity number 1160268

Accounts

CHARITY NUMBER 1160268

Volition Community

Charitable Incorporated Organization (CIO)

Annual Report and Financial Statements

Year Ended

31 December 2023

Volition Community

Annual report and financial statements for the year ended 31 December 2023

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Volition Community

Annual report and financial statements for the year ended 31 December 2023

Legal and administrative information

Contact Address

Volition Community
Manchester Cathedral
Victoria Street
Manchester
M3 1SX

Telephone 0161-833-2220

Legal Status

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268. The governing document is the constitution.

Trustees

The Very Reverend R.M. Govender MBE - Dean of Manchester
Mr J.E. Atherden
Mr J. Blakey
Mr A.T. O'Connor

Independent Examiner

Sarah Anderson FCCA
Eden Building
Irwell Street
Salford
M3 5EN

Bankers

Royal Bank of Scotland plc
St Ann Square Branch
1 Hardman Boulevard
Manchester
M3 3AQ

Volition Community

Trustees' report for the year ended 31 December 2023

The Trustees present their eighth annual report and the financial statements for the year ended 31 December 2023.

Structure, governance and management

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees who served during the year are listed below.

The Very Reverend R.M. Govender - Dean of Manchester

Mr J.E. Atherden

Mr J.R. Blakey

Mr A.T. O'Connor

The Trustees are responsible for setting the strategic direction of the charity.

Trustees are recruited on the basis of required skills to complement the existing body of Trustees. Each Trustee benefits from an induction programme tailored to their knowledge and experience. The Trustees continue to deploy a wide range of skills and experience essential to good governance.

Risk Management

The trustees have performed a review of the risks that we believe could seriously affect the charity's performance, future prospects, reputation or its ability to deliver against its priorities. This development of our risk process has resulted in the inclusion of liquidity as a principal risk. The expenditure of the charity is closely monitored with regular forecasts of cash requirements and regular management accounts that are reviewed by the trustees.

Going Concern

The Trustees have revisited their going concern assessment in October 2024. Cash-flows have been re-worked to the end of 2025 to include the impacts on income. The Trustees consider that the charity continues to provide its public benefit. A number of new sources of income were identified for 2024. In 2023 the charity obtained a grant from a Manchester hotel chain to partly fund the beekeeping programme for a three-year period. At the date of signing the current bank balance of £22,100 is sufficient to cover any committed expenditure. The Trustees therefore consider that it is appropriate for the financial statements to be prepared on a going concern basis.

Objectives and activities

The Trust is a registered charity whose objects are:-

The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The charity shall pursue these objects through structured volunteering placements and support to prepare unemployed people for work and connect them with local employers. This will be delivered in the following ways:

- Raising aspirations and confidence – by challenging comfort zones, participating and seeing new possibilities, peer support, life coaching.
- Removing barriers to work – practising work ready skills from confidence, skills, overcoming personal issues to transport and better networks.
- Employer engagement – career talks, site visits, training, guaranteed interviews, mock interviews, creating a lasting shift in employers' attitudes to unemployed people, their hiring practises and readiness to support people.
- Increasing skills – some with Level 1 qualification, other completing NVQ's, vocational courses, further volunteering, work experience
- Improved health and wellbeing.
- Social inclusion – from disengaged to involved and participating.
-

The trustees have had due regard to the Charity commission guidance on public benefit.

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Achievements and performance

Volition Community was established on 2 February 2015 as a charity with the following two objectives:

1. The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

The report that follows includes a wealth of information about how Volition Community has operated in 2023 and the profiles of our clientele. The contents are a great tribute to the dedication and hard work of all our staff and they celebrate our external collaborations, especially our partnership with Salford Cathedral, The Property Alliance Group, Procure Plus and others within the commercial world who ensure that this small charity can continue to make a great difference to the lives of so many people in Greater Manchester.

There are two aspects of the report to particularly emphasise. The first is the extent to which we are achieving a high record of success in assisting Volition graduates into employment, while recruiting from people who are outliers in the national profile of those attending job centres. This aspect of our work includes the preponderance of clients under 20 and over 50, as well as the longer-term unemployed, who are often referred to us when other approaches have failed. Our personalised approach, including no goodbyes, excellent volunteering opportunities and the support of major regional employers are reasons why we are able to combine excellent success rates while also taking on people with greater distances to travel in their aim of re-entering paid employment. We provide excellent value for money to our generous donors and are able to make a real and lasting difference to the lives of those referred to us.

The second is the pleasing and ever-increasing integration of Volition Community with the mission and life of Manchester & Salford Cathedrals. Our gardeners and beekeepers improve the Cathedral's environmental sustainability, and our welcomers contribute to a great experience for the visitors to Manchester Cathedral. Our work is recognised in Vision 2035, the Cathedral's strategic and business plan, as part of the Cathedral's commitment to the service of all people. The Volition objectives and role are also of great significance for the Cathedral's recent bid for major funding in support of the development project and all it means for the Cathedral's medium and long-term future. The result of the Cathedral's bid is still awaited.

We have much to report of which we can be justifiably proud, and on behalf of the trustees, we thank everyone involved for the success and achievements of the past year.

Volition is not your average 'programme for the unemployed'. We are a small team with big ambitions about reducing inequalities and driving social mobility. We work closely with residents of Greater Manchester to promote employability and wellbeing using a combination of volunteering, training, and pastoral support.

The team brings together diverse sets of skills and experiences and, as a collective, we have a good understanding of moving people with significant labour market disadvantages back into employment. We recognise that the barriers and problems faced by the long-term unemployed will often mean that finding a job is not the only change needed.

Primary Interventions:

Meaningful volunteer placements
Accredited training
Career management support
No goodbyes

In 2023 the charity engaged with over 1000 unemployed people; twelve open days were held for 270 people; 195 people were started on the programme.

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Achievements and performance (continued)

Volunteer Referrals:

Our successes are attributed to our relationships with key stakeholders and ensuring our volunteer demographic is representative of Greater Manchester. Volition has close and trusted connections within the JCP network, public and third sector organisations. We work proactively; attending consultations, careers events, disability and volunteer fairs. Consequently, we have volunteers from across the region, with a majority focus on Central Manchester.

Volunteers by Greater Manchester Boroughs – Manchester 51%, Salford 27%, Stockport 6%, Oldham 5%, Tameside 4%, Trafford 3%, Bury 3%, Rochdale 1%, Bolton 0% and Wigan 0%.

Training & Employability Support:

The landscape of work has shifted dramatically, and one of the biggest opportunities available to people is to assess their skills and skills gaps, and then get to work on developing them. 100% of Volition volunteers can seek to achieve a City & Guilds qualification in core employability skills that give them an opportunity to stand out and succeed in getting a job.

Employability skills and experience are underpinned with general career management support, often lacking in long-term unemployed people. These offer clear and specific pathways to employment. Volition volunteers are supported in gaining career management skills. This includes:

- Improving self-awareness – understanding of own abilities, aptitudes and interests
- Gaining a better understanding of career options to make informed choices
- Increasing confidence about how to search and apply for jobs
- Improving confidence to write a CV and perform well at interview

Volunteering:

There is plenty to do to get back into the workforce, but for many it can lack structure, appreciation, and a sense of productivity. We counterbalance this with volunteering opportunities that accommodate peoples' challenging or changing circumstances. A broad range of volunteering options were available during the year:

- | | |
|-----------------------|-------------------------|
| • Classroom assistant | • Welcoming |
| • Hospitality | • Beekeeping |
| • Gardening | • One off volunteer |
| • Vergers | • Office support |
| • Guide | • Christmas preparation |
| • Data counter | • Events support |

Volunteers work for at least ½ a day each week. All volunteer roles are managed and treated as real work, with high expectations set, codes of conduct, inductions, training, and regular performance feedback. 95% of referrals actively volunteered for 3 months.

- The benefits of Volunteering include:
- Helping with self-confidence and encouraging new stimuli and motivation
- Working alongside new people, helping to build social skills and new relationships
- Developing the skills, experience and networks that enable them to be the best they can
- Developing employment relationships and to understand what it is like to be in the workplace and how to behave

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Achievements and performance (continued)

Salford Cathedral:

Following the 2022 launch, 2023 represented the first full year of Volition in Salford that saw the graduation of four cohorts of students: an exponential growth in interest from the Salford Community and different Associations led by an enthusiastic team working across the two sister Cathedrals. The focus has been in promoting and developing Volition across Salford, with attendance at Job Centres, local community events and in hosting coffee mornings for DWP advisors. This has established the strength to spread the word across every Salfordian's postcode and has embraced students with different backgrounds.

Due to the closure of the Cathedral building on the 16th July 2023 for the restoration and the construction of the Temporary Church, we developed a series of unique volunteering activities in order to personalise and tailor any interests from our groups: from candle stand maintenance, beekeeping, hospitality support to gardening, ground maintenance and litter picking.

Our Volunteers have been closely involved in day to day activities, focusing on improving the appearance of the perimeter, reducing litter across the area nearby and creating a welcoming environment for our local community and visitors. We had the opportunity to host two workshops held by Simpsons of York (the company appointed for the Cathedral restoration), that gave our students more insight into a career in construction. These workshops highlighted the employability of our volunteers and how their skills are transferable to this industry.

Due to the established membership with CVS in Salford, we have the opportunity to use their services. This has helped people with wellbeing, advice and building confidence that has always been our priority, together with encouragement to "Take the first step on your journey".

Programme enrichment & partnerships:

Employment opportunities are the single most effective means of tackling poverty and social exclusion. The Volition relationship between volunteering and social mobility depends on charities, businesses, education providers and cultural organisations working together. Volition volunteers have a higher exposure to potential employers by:

- Attending careers talks and employer-led presentations.
- Visiting workplaces and learning about the diverse nature of opportunities.
- Gaining experience through guaranteed interviews for suitable candidates.

Engagement:

Over the past 12 months Volition has worked hard to continue to build its reputation amongst existing partners and new. This has resulted in an outstanding number of 998 referrals. We have been out and about across Greater Manchester to work very closely with 19 jobcentres and build partnerships in new economic sectors. These include companies from engineering, retail, food manufacture and property management. Over 190 people have gone on to complete our programme and gain new skills and confidence.

The Department for Work and Pensions (DWP) has always been a great partner and we liaise with all jobcentres in the Greater Manchester network. This year we have taken office space in several JCP centres in Manchester. This enables us to speak directly with claimants who are considering volunteering as a pathway back into employment and helps build relationships with staff. We have attended a record number of job fairs in 2023 and this has definitely kept the volunteering element of personal development at the forefront of our minds. This year we have partnered with two amazing companies, Cushman and Wakefield and the Waterman Group. Both are based in the heart of the City centre and they have agreed to offer special opportunities to our Volition candidates.

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Achievements and performance (continued)

Details of all our connections are as follows:

Cushman & Wakefield, is a prestigious real estate services company operating in 60 countries. They have offered Volition a bespoke partnership that includes office space for our group training days and access to their amazing rooftop facilities for summer graduations. The panoramic city views from 11 York Street will certainly inspire our participants to progress further in their own career. Cushman is also offering staff time to support our candidates with mock interviews, CV support and to provide insights in to how some of their staff have personally progressed in their career.

Another new partner is the Waterman Group who are engineering and environmental consultancy engineering experts for built structures across the UK. They will work with Volition to build our candidate's confidence and provide work experience in their busy Manchester office. They will do this by working with individual candidates to focus on their talents and give them the confidence to let their personalities shine. They will also give talks on pathways into engineering apprenticeships and careers advice that will expand people's horizons about the labour market in Manchester.

Another great partnership Volition has made this year is with the National Football Museum. With both of us being on each other's door step we couldn't resist the opportunity to work together and offer Volition candidates this excellent opportunity. The Football Museum has some fascinating projects and by working together we can give some of our volunteers the chance to expand their skills whilst being in their dream environment.

Joe Harper, owner of Just Bee, continues to be a supportive friend to Volition and has done so for several years. He has given his time to numerous groups to offer advice about business start-up and share his own story about the ups and downs of establishing a business and then surviving the pandemic. Joe has also kindly offered paid job opportunities to our candidates.

Beekeeping:

2023 saw our volunteer numbers double. Over the last 12 months 70 bee keeping volunteers have been shown how to understand the life of a beehive and inspect colonies. In return our volunteers make & clean kit; transport frames to and from the roof and jar honey to industry standards. We are pleased that Jenni, our assistant beekeeper, passed her Beekeeping Assessment exam first time and with a credit pass. This means Volition now has two beekeepers to train and support people that come to Heavenly Honey hives at our Cathedrals and at Treehouse Hotel. We would like to thank The Property Alliance Group for their continued support.

Through 2023 colony numbers have remained stable at 28 hives and we have supported the Cathedral gardening team to ensure that our bees are able to forage close to home. 2022 was an exceptional year for our honey harvest but 2023's wet summer considerably reduced it. We hope for better "bee weather" in 2024

In April, Pope Francis received a very special gift of our Heavenly Honey which was extracted, labelled and jarred entirely by our volunteers. We're certain he enjoyed our hamper which was complemented with a handmade candle. Attending fairs is a great way for our volunteers to learn how to market a product, talk to the public and understand the basics of operating a business. It was our pleasure to attend the Harvey Nichols event "Taste on Two" as well as other fairs. Volition always enjoys teaching people about bees and the environment. This also enables our volunteers to act as ambassadors. This year we have provided "bee experience" days for personnel from the Treehouse Hotel, work coaches from the Department of Work and Pensions, the National Football Museum team and staff from Harvey Nichols. We have also spoken to numerous projects to help educate the general public about bees and have appeared in the Times Newspaper. Our events are always supported by our volunteers who are trained in health and safety. We have also been called upon to rehouse bees! When, sadly, St Peter's House Chaplaincy closed this summer but we were delighted to adopt their hives. They also placed their Faith Bee in our care and it has pride of place at the East door of the Cathedral.

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Achievements and performance (continued)

Gardening:

An enthusiastic and highly capable team, made up entirely of Volition volunteers, worked tirelessly on the Cathedral gardens throughout 2023. In total 22 people took part. The enthusiasm of our new gardeners has been exemplary and we have had some very dedicated people volunteering with us.

:

Outcomes and progression

Despite the challenges, there is much to celebrate. We believe that hard outputs alone do not fully account for results in performance. Intangible results have a direct measure on a person's future productivity and are of increasing value to employers in a new world of work.

Conclusion:

Volition volunteers are more likely to:

- Be very long-term unemployed
- Be not actively looking for work
- Have multiple health and/or learning barriers
- Be under 30 or over 50 years
- Have low attainment levels in basic skills – maths, English, and IT
- Live in a workless household
- Have very limited recent work experience
- Need intensive support to re-engage with paid work

We address these inequalities and promote equality by creating good-quality and sustainable volunteering and learning opportunities, so that people can achieve their ambitions and lead a fulfilling life, engaging both with paid work and wider opportunities. We create social value, both tangibly through training and employment outcomes and intangibly through the improvement of wellbeing, building skills and confidence, and overall quality of life for Greater Manchester residents progressing into employment.

Future plans for 2024 and beyond:

We're excited to see the continued expansion of Volition in the Cities of Manchester and Salford, serving an ever-more essential need.

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

Donors & Patrons

We are also very grateful for the financial donations we received from the following during 2023:

Manchester College	Café 1881
Manchester Cathedral	Hey Manchester
Q-Parks Ltd	The Waterman Group
Shape IT Recruitment	Cushman & Wakefield
Dove Tail Bars	Fever Up Ltd
Procure Plus	Salford Cathedral & Our Lady of Mount Carmel
Sterling Event Group	Bars Incorporated
Alex & Victoria Russell & Property Alliance Group	The Beaverbrooks Charitable Trust
Starwood Capital Group/Deansgate SOF	Peninsula UK Ltd
Department for Work & Pensions	LAB
Jobcentre Plus	Simpsons Construction (York)
Caritas	Manchester Central Library
Fever Up Ltd	Kroo Banking
Charities Aid Foundation	Jack Findlay
Manchester City Council	Alan & Catherine Charnock
Manchester Arndale	Ms Donna Denston
Chapman Holmes Ltd	Ulrika Knox
Harvey Nichols	

And Finally, Our Patrons:

- Sir David Richards, Life Vice President of the Football Association
- Ronald D Painter, CEO, National Association of Workforce Boards, United States of America

Volition Community

Trustees' report (continued) for the year ended 31 December 2023

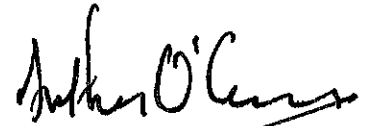
Financial Review

Total income for the year amounted to £149,615 compared to £330,319 in 2022. The reduction in income was expected as the DWP Flexible Support Programme was for a limited time period. Net expenditure for the year amounted to £62,227 (2022 Net income £97,705). At 31 December 2023 restricted funds amounted to £12,847 (2022 £59,527) and unrestricted funds amounted to £14,058 (2022 £29,605).

Reserves Policy

The Charity has attracted funding for specific purposes. A significant number of sources are being established so as not to become over dependent upon any single source, thus reducing the overall financial risk to the Charity.

Reserves are needed to bridge the gap between the spending and receiving of income. The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure amounting to £20,000. At 31 December 2023 unrestricted reserves amounted to £14,058. The current level of reserves is therefore slightly lower than needed but fundraising is expected to enable reserves to be supplemented. At 31 December 2023 total funds amounted to £26,905 (2022 £89,132) of which restricted funds amounted to £12,847 (2022 £59,527) and unrestricted funds amounted to £14,058 (2022 £29,605).



A. T. O'CONNOR

Approved and signed on behalf of the Trustees -

28 October 2024

Volition Community

Statement of responsibilities of the Trustees for the year ended 31 December 2023

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Annual report, Trustees' report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Volition Community

Report of the independent examiner Year ended 31 December 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF VOLITION COMMUNITY

I report to the trustees on my examination of the accounts of the charity for the year ended 31st December 2023, which are set out on pages 12 to 20.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the ACT")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Sarah Anderson

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Signed: 29 October 2024
Sarah Anderson FCCA
BDO LLP
Eden Building
Irwell Street
Salford
M3 5EN

Volition Community

Statement of financial activities for the year ended 31 December 2023

		CURRENT YEAR			PRIOR YEAR		
	Notes	Restricted funds £	Un-restricted funds £	2023 Total £	Restricted funds £	Un-restricted funds £	2022 Total £
Income from: Donations	2	89,053	60,562	149,615	250,734	79,585	330,319
Total income		89,053	60,562	149,615	250,734	79,585	330,319
Expenditure on: Charitable activities	3	135,733	76,109	211,842	191,207	41,407	232,614
Total expenditure		135,733	76,109	211,842	191,207	41,407	232,614
Net (expenditure)/income		(46,680)	(15,547)	(62,227)	59,527	38,178	97,705
Reconciliation of funds:							
Net movement in funds		(46,680)	(15,547)	(62,227)	59,527	38,178	97,705
Funds brought forward		59,527	29,605	89,132	-	(8,573)	(8,573)
Funds carried forward		12,847	14,058	26,905	59,527	29,605	89,132

All activities derive from continuing operations.
All recognised gains and losses are included in the statement of financial activities.
The notes on pages 15 to 20 form part of these financial statements.

Volition Community

Balance sheet as at 31 December 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	8		608		3,382
Current assets					
Debtors & prepayments	9	16,873		28,524	
Cash at bank and in hand		29,921		81,503	
		<u>46,794</u>		<u>110,027</u>	
Creditors: amounts falling due within one year					
Creditors & accruals	10	20,497		24,277	
		<u>20,497</u>		<u>24,277</u>	
Net current assets			26,297		85,750
			<u>26,297</u>		<u>85,750</u>
Net assets			26,905		89,132
			<u>26,905</u>		<u>89,132</u>
Funds					
Restricted funds	12		12,847		59,527
Unrestricted funds	13		14,058		29,605
			<u>26,905</u>		<u>89,132</u>

The notes on pages 15 to 20 form part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 28 October 2024.



R.M. GOVENDER MBE
Trustee

Volition Community

Statement of Cash Flows for the year ended 31 December 2023

	Notes	2023 Total Funds £	2022 Total Funds £
Net cash (used by)/ provided by operating activities	14	(50,365)	78,460
Cash flows from investing activities:			
Purchase of tangible fixed assets		1,217	6,764
Net cash used by investing activities		1,217	6,764
Change in cash and cash equivalents in the period		(51,582)	71,696
Cash and cash equivalents at the start of the financial year		81,503	9,807
Cash and equivalents at the end of the financial year		29,921	81,503

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2023

1. Accounting policies

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The particular accounting policies adopted by the Trustees are described below. The financial statements are prepared in GBP, being the functional currency and are rounded to the nearest pound.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at transaction value.

Fund Accounting

Unrestricted general funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

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

Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment	-	50% on cost
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Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised in the statement of financial activities when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be met.

Direct Charitable 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 settlement will be required and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to the community in Manchester. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them including governance costs. Governance costs include the cost of independent examination, the cost of trustee meetings and the cost of preparing statutory accounts.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2023

1. Accounting policies - continued

Pension Costs

The amounts charged to the statement of financial activity for its' defined contribution scheme represents the amount payable in the period.

Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made judgements, the details of which are included in the following accounting policies. There are no areas of significant estimates.

Going Concern

The financial statements have been prepared on a going concern basis. In the current economic climate, the trustees acknowledge the effect of the current cost of living crisis and have reforecast the financial position and cash-flows for the period to 31 December 2025. The forecasts confirm that the charity can meet its obligations as they fall due. The current bank balance of £22,100 is sufficient to cover any committed expenditure. As such the trustees are satisfied that the Charity can settle its obligations for a period of at least 12 months from the date of signing the financial statements and this does not give rise to a material uncertainty regarding the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate for the financial statements to be prepared on a going concern basis.

2. Income – 2023

	Restricted funds £	Unrestricted funds £	2023 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	8,000	-	8,000
Manchester College – secondment	42,885	-	42,885
Procure Plus	-	17,000	17,000
Deansgate Hotel	28,168	-	28,168
Dovetail Event Group	-	9,802	9,802
Other grants & donations	10,000	33,725	43,725
Other income	-	35	35
Total income	89,053	60,562	149,615

Income - 2022

	Restricted funds £	Unrestricted funds £	2022 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	6,613	-	6,613
ESF Community Learning Grants	16,261	-	16,261
Manchester College – secondment	38,600	-	38,600
Procure Plus	-	17,000	17,000
DWP FSF Grant	128,482	-	128,482
Deansgate Hotel	44,196	-	44,196
Titan MEP Ltd	5,000	-	5,000
Dovetail Event Group	-	4,180	4,180
Other grants & donations	11,582	56,613	68,195
Other income	-	1,792	1,792
Total income	250,734	79,585	330,319

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2023

3. Expenditure – 2023

	Restricted funds £	Unrestricted funds £	2023 Total £
Charitable activities:			
Volunteer programme	122,293	44,431	166,724
Support costs	13,440	26,323	39,763
Governance costs	-	5,355	5,355
	<u>135,733</u>	<u>76,109</u>	<u>211,842</u>

Expenditure - 2022

	Restricted funds £	Unrestricted funds £	2022 Total £
Charitable activities:			
Volunteer programme	166,396	18,364	184,760
Support costs	24,811	19,263	44,074
Governance costs	-	3,780	3,780
	<u>191,207</u>	<u>41,407</u>	<u>232,614</u>

4. Support Costs

Support costs including governance costs are charged to charitable expenditure and allocated between restricted and unrestricted funds based on the activities carried out in that year. There is no allocation of support costs to fundraising as it is considered that the costs are immaterial based on the time spent fundraising. The total support and governance costs for the year amounted to £45,118 (2022 £44,074) and include postage, stationery, printing, professional fees including accountancy fees of £10,327, sundry expenses and governance costs of £5,355 for the independent examiner fees.

5. Information regarding Trustees' remuneration and benefits

Two trustees received regular remuneration for professional services supplied to the charity. Mr J.E. Atherden charged £10,327 (2022 - £10,329) for accountancy and consultancy services in the year. Mr A.T. O'Connor was paid a salary of £17,197 (2022 - £16,224). The legal authority for these payments is set out in the governing document of the charity.

No travel expenses were claimed by any trustee in the year (2022 – None).

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2023 *Continued*

6. Staff Costs

The Charity had six (2022 – seven) employees in the year. There were no employees earning over £60,000 per annum.

	2023 £	2022 £
Wages & salaries	121,073	123,781
Social security costs	4,091	2,719
Pension costs	9,513	8,041
	<u>134,677</u>	<u>134,541</u>

The charity operates a defined contribution pension scheme for senior staff. During the year the employer's rate of pension contribution was 10% and no employee contribution was required. Four members of staff were included in the scheme (2022 – 3). The contributions outstanding at the period end amounted to £1,112 (2022 –£1,709).

7. Independent Examiners Remuneration

	2023 £	2022 £
Independent examiners remuneration	5,355	3,780
	<u>5,355</u>	<u>3,780</u>

8. Tangible fixed assets

	Computer Equipment £
Cost	
At 1 January 2023	11,727
Additions	1,217
At 31 December 2023	<u>12,944</u>
Depreciation	
At 1 January 2023	8,345
Charge for the year	3,991
At 31 December 2023	<u>12,336</u>
Net book value	
At 31 December 2023	608
At 31 December 2022	<u>3,382</u>

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2023 *Continued*

9.	Debtors and prepayments	2023	2022	
		£	£	
	Prepayments and accrued income	16,835	28,486	
	Gift Aid debtor	38	38	
		16,873	28,524	
10.	Creditors: amounts falling due within one year	2023	2022	
		£	£	
	Trade creditors	413	2,569	
	Related party - Manchester Cathedral	7,374	6,113	
	Taxation and social security	3,854	3,291	
	Pension contributions	1,112	1,709	
	Accruals & deferred income	7,744	10,595	
		20,497	24,277	
11.	Analysis of net assets between funds			
		Restricted funds	Unrestricted funds	Total funds
		£	£	£
	Fund balances at 31 December 2023			
	as represented by:			
	Tangible fixed assets	-	608	608
	Net current assets	12,847	13,450	26,297
		12,847	14,058	26,905
		Restricted funds	Unrestricted funds	Total funds
		£	£	£
	Fund balances at 31 December 2022			
	as represented by:			
	Tangible fixed assets	-	3,382	3,382
	Net current assets	59,527	26,223	85,750
		59,527	29,605	89,132

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2023 *Continued*

12. Restricted Funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Restricted funds 2023	59,527	89,053	135,733	-	12,847
Restricted funds 2022	-	250,734	191,207	-	59,527

Restricted funds include grants received and the related expenditure in providing and developing training projects to assist in the relief of unemployment and to promote social inclusion by assisting people to integrate into society. These grants include the funding of our major project of Beekeeping in the cities of Manchester and Salford. At 31 December 2023 the restricted funds amount of £12,847 relates to the bee-keeping at both Manchester and Salford Cathedrals and at the Deansgate Hotel in Manchester.

13. Unrestricted Funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Unrestricted Funds 2023	29,605	60,562	76,109	-	14,058
Unrestricted Funds 2022	(8,573)	79,585	41,407	-	29,605

14. Cash flow

Reconciliation of net (expenditure)/income to net cash flow
(used in)/provided by operating activities:

	2023 £	2022 £
Net movement in funds as per the statement of financial activities	(62,227)	97,705
Adjustments for:		
Depreciation charges	3,991	3,382
Decrease/(Increase) in debtors	11,651	(27,172)
(Decrease)/increase in creditors	(3,780)	4,545
Net cash (used in)/provided by operating activities	(50,365)	78,460

15. Related party transactions

Transactions with Trustees are disclosed in Note 5.

Included within debtors is a grant of £10,000 (2022 - £10,000) due from Manchester Cathedral Visitor Centre (a registered charity) in recognition of the work carried out by the Charity in promoting the visitor offer of the Manchester Cathedral Visitor Centre. R.M Govender is a trustee of both charities.

Included within creditors: amounts falling due within one year, is an amount of £7,374 (2022 - £6,113) owed to Manchester Cathedral. RM. Govender is a trustee of both charities.

Also included within creditors: amounts falling due within one year, is an amount of £1,688 (2022 - £3,376) owed to Mr J.E. Atherden, a trustee of the charity.

VOLITION COMMUNITY

England & Wales - Charity number 1160268

Accounts

CHARITY NUMBER 1160268

Volition Community

Charitable Incorporated Organization (CIO)

Annual Report and Financial Statements

Year Ended

31 December 2022

Volition Community

Annual report and financial statements for the year ended 31 December 2022

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Volition Community

Annual report and financial statements for the year ended 31 December 2022

Legal and administrative information

Contact Address

Volition Community
Manchester Cathedral
Victoria Street
Manchester
M3 1SX

Telephone 0161-833-2220

Legal Status

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268. The governing document is the constitution.

Trustees

The Very Reverend R.M. Govender MBE - Dean of Manchester
Mr J.E. Atherden
Mr J. Blakey
Mr A.T. O'Connor

Independent Examiner

Sarah Anderson FCCA
BDO LLP
3 Hardman Street
Manchester
M3 3AT

Bankers

Royal Bank of Scotland plc
St Ann Square Branch
1 Hardman Boulevard
Manchester
M3 3AQ

Volition Community

Trustees' report for the year ended 31 December 2022

The Trustees present their seventh annual report and the financial statements for the year ended 31 December 2022.

Structure, governance and management

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees who served during the year are listed below.

The Very Reverend R.M. Govender - Dean of Manchester

Mr J.E. Atherden

Mr J.R. Blakey

Mr A.T. O'Connor

The Trustees are responsible for setting the strategic direction of the charity.

Trustees are recruited on the basis of required skills to complement the existing body of Trustees. Each Trustee benefits from an induction programme tailored to their knowledge and experience. The Trustees continue to deploy a wide range of skills and experience essential to good governance.

Risk Management

The trustees have performed a review of the risks that we believe could seriously affect the charity's performance, future prospects, reputation or its ability to deliver against its priorities. This development of our risk process has resulted in the inclusion of liquidity as a principal risk. The expenditure of the charity is closely monitored with regular forecasts of cash requirements and regular management accounts that are reviewed by the trustees.

The Trustees have revisited their going concern assessment in October 2023. Cash-flows have been re-worked to the end of 2024 to include the impacts on income. The Trustees consider that the charity continues to provide its public benefit. A number of new sources of income were identified for 2022 including a significant grant from the Depart of Works and Pension Job Centre Plus Flexible Support Programme to fund the delivery of Employment Support to those with complex needs. The charity has also obtained a grant from a Manchester hotel chain to partly fund the beekeeping programme. At the date of signing the current bank balance of £42,000 is sufficient to cover any committed expenditure. The Trustees therefore consider that it is appropriate for the financial statements to be prepared on a going concern basis.

Objectives and activities

The Trust is a registered charity whose objects are:-

The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The charity shall pursue these objects through structured volunteering placements and support to prepare unemployed people for work and connect them with local employers. This will be delivered in the following ways:

- Raising aspirations and confidence – by challenging comfort zones, participating and seeing new possibilities, peer support, life coaching.
- Removing barriers to work – practising work ready skills from confidence, skills, overcoming personal issues to transport and better networks.
- Employer engagement – career talks, site visits, training, guaranteed interviews, mock interviews, creating a lasting shift in employers' attitudes to unemployed people, their hiring practises and readiness to support people.
- Increasing skills – some with Level 1 qualification, other completing NVQ's, vocational courses, further volunteering, work experience
- Improved health and wellbeing.
- Social inclusion – from disengaged to involved and participating.

The trustees have had due regard to the Charity commission guidance on public benefit.

Volition Community

Trustees' report (continued) for the year ended 31 December 2022

Achievements and performance

Volition Community was established on 2 February 2015 as a charity with the following two objectives:

1. The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

2022 was a challenging year and yet a great year in the amount of people we helped to find work and training. The year started with most Jobcentres in Greater Manchester on a very restricted operation, with most Work Coaches not referring clients to any external provision, including Volition.

Whilst the Greater Manchester position did not pick up until April, we were able, thanks to the ongoing support of the Department for Work & Pensions, to carry out the formal launch of Volition at Salford Cathedral in March.

During 2022, mostly via the Jobcentre Plus network, we had 366 individuals referred to Volition, of whom 142 enrolled at Manchester and Salford Cathedrals. The highlights from this were:

- 23% of our participants had a university degree, whereas a few years ago none had;
- The age range is wide, with an equal measure of participants in the 30-60 age range;
- Our volunteers come from no less than 17 countries, and include refugees – both from Ukraine and Hong Kong;
- 38% of our participants moved into work, some for the very first time.

The expansion of Volition at Salford Cathedral was pleasing. It also means that, with 10 bee colonies at Manchester Cathedral, 10 on the roof of the Tree House Hotel on Deansgate, and 8 at Salford Cathedral, we have an abundance of volunteer opportunities in this area and a mighty honey harvest for Cathy and for Jenni, who started as a trainee bee keeper. I am very grateful for the support of Alex & Victoria Russell for believing in Volition, for supporting the installation of the hives on the roof of the hotel, and for enabling Volition to expand its provision by moving location to a suite of new offices in the basement of the Cathedral Visitor Centre.

The Trustees very pleased with the level of outreach we managed to achieve during 2022. This includes Art classes, Photography, Gardening, Beekeeping, Administration and Welcoming in the two Cathedrals, all of which are detailed in the following sections of our report.

New opportunities were created at Volition to counter some of the feelings of isolation fostered by Covid. One of these was the photography group led by professional photographer, Karin Albinsson. The Photography group gives people the time and space to talk about themselves, their work and gets them out and about to explore the City landscape. Each week the group explores a new scene and one of the members takes the lead. The art group is also another opportunity provided by Volition that gives people the time to gain skills and grow in confidence. It was moved to Salford Cathedral and this has given the artists a lighter space and the confidence to work in another venue.

Volition was again affected by world events through 2022 as the war in Ukraine and people leaving Hong Kong brought new people to our shores. Refugees and those relocating from Hong Kong have been supported by Volition into work through gaining UK work experience and securing references. People have also been helped with information on how to find accommodation, ESOL classes and friendship. One couple were supported with an application for white goods and are now comfortable in their new home.

Throughout the year there have been some great personal achievements. Veronika, with the support of our head beekeeper, gained her Gold Duke of Edinburgh award and through so doing supported other volunteers to learn about bee keeping.

Volition Community

Trustees' report (continued) for the year ended 31 December 2022

Achievements and performance (continued)

Throughout the year we have been supported by our partners and we would like to thank everyone's time, generosity and input. These include Bespoke Hotels, Be-well Group, City Co, DWF, Growth Company, Just Bee Honey, LAB, Manchester Arndale, Manchester Cathedral, Manchester Libraries, Manchester Youth Zone, Property Alliance Group, Salford Foundation, Salford Loaves and Fishes, Southway Housing and Tree House Hotel.

This past year has highlighted the need for Volition in Salford – due to global crises, we are seeing an influx of people fleeing authoritarianism, many of whom have ended their journey in Salford. Salford is also bearing the brunt of the current cost-of-living crisis, which disproportionately affects people who are most disadvantaged – especially those living in our city, one of the most economically deprived local authorities in the country.

So how have some of our other volunteers lives changed in 2022? Here is a snapshot

One Volition volunteer who has attended our Programme this year told us how previously she was unable to leave the house. Volition motivated her to go outside, take the bus for the first time in a long time, and attend Volition's art classes. She has found friendship through the Programme, as well as a newfound confidence.

Volunteers have worked across both cathedrals throughout the year. Our art class spent the Autumn crafting beautiful Christmas cards and tree decorations, which were then sold at Salford Cathedral's Christmas Fayre, and throughout the Advent season.

Another volunteer told us how she had never experienced friendship until she started attending the Volition Programme in Salford. She said that at the art classes she felt accepted and she has now made friends.

We've had a wide variety of Volition activities and events over the year including beekeeping, art classes, interview technique training, and litter picking. Volition at Salford Cathedral continues to deliver a unique service to the City, garnering the involvement of many local charities and Jobcentres, who have been actively referring volunteers to us. This includes our new membership to Salford CVS, a great step forward in building networks within our local community, spreading the word of Volition even further.

Our Partners:

A new partner for 2022 is Treehouse Hotels. Throughout the year their staff have given time and advice to groups through talks that have provided invaluable insights into their ethos and recruitment process. Now that Treehouse Manchester has taken root and nears completion their recruitment team have generously taken time to come over to Volition to conduct initial, informal interviews and then second interviews in an environment familiar to our participants. The time and care taken to make interviewees feel comfortable has enabled each one to shine and the result is job offers. We look forward to continue our positive engagement with Treehouse Manchester through 2023 and look forward to taking up their offer of training space, back of house tours and work trials.

Another great partnership we have is with DWF. Over the years this prestigious legal and business services company have supported Volition with a host of professional talks at their Spinningfields's office. This opportunity enables our candidates to expand their horizons and take a fresh look at the Manchester labour market.

Work trails have been particularly successful this year and placements in offices have given some of our graduate candidates the opportunity to gain confidence and successfully manage their anxiety levels. Three people have now gained employment as a direct result. In addition, each person has improved their levels of confidence and self-belief.

Entrepreneur Joe Harper, from Just Bee, has been a great friend of Volition and has taken the time to give one-to-one business start-up advice on ecommerce and marketing. Joe has also offered paid job opportunities.

A final example of the great support we are given is from Manchester Arndale. We were excited when the Centre Director, David Allinson, hosted a tour of this landmark Manchester business. We had a behind the scenes tour from the basement that includes a logistics centre, boiler plant and recycling unit up to the most wonderful views of the Mancunian skyline from the 19th floor.

Volition Community

Trustees' report (continued) for the year ended 31 December 2022

Achievements and performance (continued)

We appreciate everyone's input. We have only named some of the organisations here that help us. At Volition we aim to tailor the support available to each person's needs. With our partners support we are able to do this. We look forward to continuing our journey with you all and helping everyone at Volition.

Special thanks also to:

Bespoke Hotels; Be-well Group; Cityco; The Growth Company; Ingeus, LAB; Manchester Arndale, Manchester Cathedral, Manchester Libraries, Manchester Youth Zone, Property Alliance Group, Salford Foundation, Salford Loaves and Fishes, Shape IT Recruitment, Southway Housing and Tim and all his staff at the Tree House Hotel.

And of course to our Staff

Donna Denston, Manager of the programme who keeps us all together; John Emsley from Manchester College, now delivering our employability skills on a full-time basis over two sites; Amie Smith who in the spring of last year took up a new position as Employability and Sustainability Coordinator, crucial to steering 142 volunteers through the programme; and Safeena Toal who replaced Amy to run the office on a daily basis.

We would also like to thank Karin Albinson for delivering our photography classes; Angie Leigh for inspiring our art classes, Jimmy Redkin for the hands-on gardening classes; Catherine Charnock and Jenny Jennis for the bee hives and the amount of interaction the volunteers have with this side of the programme; and Maria Pasini for taking on the valuable role of Volunteer Coordinator at Salford Cathedral.

Two staff left us in the year, Tanya Garwi who left for a position at the Growth Company and Andy Pierce who decided to retire. We wish them both well for the future and for Andy who continues to Volunteer one day per week at Volition.

Future plans for 2023 and beyond:

We're excited to see the continued expansion of Volition in the Cities of Manchester and Salford, serving an ever-more essential need.

Volition Community

Trustees' report (continued) for the year ended 31 December 2022

Patrons & Donors

We are also very grateful for the financial donations we received from the following during 2022:

Manchester College	The Big Purple Group
Manchester Cathedral	Manchester City Council
Procure Plus	Runninred Music
Titan MEP Ltd	Workers Education Association (WEA)
Sterling Event Group	Hey Manchester
CMG Productions	Alex & Victoria Russell & Property Alliance Group
Starwood Capital Group/Deansgate SOF	Salford Cathedral & Our Lady of Mount Carmel
Fever Up Ltd	Department for Work & Pensions
Jobcentre Plus	Mrs Jeanne Drew
Ms Donna Denston	

And Finally, Our Patrons:

- Sir David Richards, Life Vice President of the Football Association
- Ronald D Painter, CEO, National Association of Workforce Boards, United States of America

Financial Review

Total income for the year amounted to £330,319 compared to £128,884 in 2021. Net income for the year amounted to £97,705 (2021 Net expenditure £19,609). At 31 December 2022 restricted funds amounted to £59,527 (2021 £Nil) and unrestricted funds amounted to £29,605 (2021 negative £8,573).

Reserves Policy

The Charity has attracted funding for specific purposes. A significant number of sources are being established so as not to become over dependent upon any single source, thus reducing the overall financial risk to the Charity.

Reserves are needed to bridge the gap between the spending and receiving of income. The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure. At 31 December 2022 unrestricted reserves amounted to £29,605. The current level of reserves is therefore higher than needed but are forecast to reduce to the required level during 2023.

Approved and signed on behalf of the Trustees -



A. T. O'CONNOR

7 December 2023

Volition Community

Statement of responsibilities of the Trustees for the year ended 31 December 2022

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Annual report, Trustees' report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Volition Community

Report of the independent examiner Year ended 31 December 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF VOLITION COMMUNITY

I report to the trustees on my examination of the accounts of the charity for the year ended 31st December 2022, which are set out on pages 9 to 17.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the ACT")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Signed: 911B7AE40D374FC...
Sarah Anderson FCCA
BDO LLP
3 Hardman Street
Manchester
M3 3AT
07 December 2023

Volition Community

Statement of financial activities for the year ended 31 December 2022

	Notes	CURRENT YEAR			PRIOR YEAR		
		Restricted funds £	Un-restricted funds £	2022 Total £	Restricted funds £	Un-restricted funds £	2021 Total £
Income from: Donations	2	250,734	79,585	330,319	73,627	55,257	128,884
Total income		250,734	79,585	330,319	73,627	55,257	128,884
Expenditure on: Charitable activities	3	191,207	41,407	232,614	84,330	64,163	148,493
Total expenditure		191,207	41,407	232,614	84,330	64,163	148,493
Net income/(expenditure)		59,527	38,178	97,705	(10,703)	(8,906)	(19,609)
Reconciliation of funds:							
Net movement in funds		59,527	38,178	97,705	(10,703)	(8,906)	(19,609)
Funds brought forward		-	(8,573)	(8,573)	10,703	333	11,036
Funds carried forward		59,527	29,605	89,132	-	(8,573)	(8,573)

All activities derive from continuing operations.
All recognised gains and losses are included in the statement of financial activities.
The notes on pages 12 to 17 form part of these financial statements.

Volition Community

Balance sheet as at 31 December 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible fixed assets	8		3,382		-
Current assets					
Debtors & prepayments	9	28,524		1,352	
Cash at bank and in hand		81,503		9,807	
			110,027		11,159
Creditors: amounts falling due within one year					
Creditors & accruals	10	24,277		19,732	
Net current assets/(liabilities)			85,750		(8,573)
Net assets/(liabilities)			89,132		(8,573)
Funds					
Restricted funds	12	59,527			-
Unrestricted funds	13	29,605			(8,573)
			89,132		(8,573)

The notes on pages 12 to 17 form part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 7 December 2023.



R.M. GOVENDER MBE
Trustee

Volition Community

Statement of Cash Flows for the year ended 31 December 2022

	Notes	2022 Total Funds £	2021 Total Funds £
Net cash provided by operating activities	14	78,460	5,128
Cash flows from investing activities:			
Purchase of tangible fixed assets		6,764	-
Net cash used by investing activities		6,764	-
Change in cash and cash equivalents in the period		71,696	5,128
Cash and cash equivalents at the start of the financial year		9,807	4,679
Cash and equivalents at the end of the financial year		81,503	9,807

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2022

1. Accounting policies

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The particular accounting policies adopted by the Trustees are described below. The financial statements are prepared in GBP, being the functional currency and are rounded to the nearest pound.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at transaction value.

Fund Accounting

Unrestricted general funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

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

Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment	-	50% on cost
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Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised in the statement of financial activities when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be met.

Direct Charitable 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 settlement will be required and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to the community in Manchester. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them including governance costs. Governance costs include the cost of independent examination, the cost of trustee meetings and the cost of preparing statutory accounts.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2022

1. Accounting policies - continued

Pension Costs

The amounts charged to the statement of financial activity for its' defined contribution scheme represents the amount payable in the period.

Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made judgements, the details of which are included in the following accounting policies:

Going Concern

The financial statements have been prepared on a going concern basis. In the current economic climate, the trustees acknowledge the effect of the current cost of living crisis and have reforecast the financial position and cash-flows for the period to 31 December 2024. The forecasts confirm that the charity can meet its obligations as they fall due. The current bank balance of £42,000 is sufficient to cover any committed expenditure. As such the trustees are satisfied that the Charity can settle its obligations for a period of at least 12 months from the date of signing the financial statements and this does not give rise to a material uncertainty regarding the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate for the financial statements to be prepared on a going concern basis.

2. Income – 2022

	Restricted funds £	Unrestricted funds £	2022 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	6,613	-	6,613
ESF Community Learning Grants	16,261	-	16,261
Manchester College – secondment	38,600	-	38,600
Procure Plus	-	17,000	17,000
DWP FSF Grant	128,482	-	128,482
Deansgate Hotel	44,196	-	44,196
Titan MEP Ltd	5,000	-	5,000
Dovetail Event Group	-	4,180	4,180
Other grants & donations	11,582	56,613	68,195
Other income	-	1,792	1,792
Total income	250,734	79,585	330,319

Income - 2021

	Restricted funds £	Unrestricted funds £	2021 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	7,000	-	7,000
ESF Community Learning Grants	15,925	-	15,925
Manchester College – secondment	37,702	-	37,702
Procure Plus	-	5,000	5,000
Nineveh Trust	3,000	-	3,000
Other grants & donations	10,000	16,867	26,867
Other income	-	33,390	33,390
Total income	73,627	55,257	128,884

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2022

3. Expenditure – 2022

	Restricted funds £	Unrestricted funds £	2022 Total £
Charitable activities:			
Volunteer programme	166,396	18,364	184,760
Support costs	24,811	19,263	44,074
Governance costs	-	3,780	3,780
	<u>191,207</u>	<u>41,407</u>	<u>232,614</u>

Expenditure - 2021

	Restricted funds £	Unrestricted funds £	2021 Total £
Charitable activities:			
Volunteer programme	79,181	34,263	113,444
Support costs	5,149	25,472	30,621
Governance costs	-	4,428	4,428
	<u>84,330</u>	<u>64,163</u>	<u>148,493</u>

4. Support Costs

Support costs including governance costs are charged to charitable expenditure and allocated between restricted and unrestricted funds based on the activities carried out in that year. There is no allocation of support costs to fundraising as it is considered that the costs are immaterial based on the time spent fundraising. The total support costs for the year amounted to £44,074 (2021 £30,621) and include postage, stationery, printing, professional fees, sundry expenses and independent examiner fees.

5. Information regarding Trustees

Two trustees received regular remuneration for professional services supplied to the charity.
Mr J.E. Atherden charged £10,329 (2021 - £9,922) for accountancy and consultancy services in the year.
Mr A.T. O'Connor was paid a salary of £16,224 (2021 - £15,600).
The legal authority for these payments is set out in the governing document of the charity.

No travel expenses were claimed by a trustee in the year (2021 – None).

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2022 *Continued*

6. Staff Costs

The Charity had seven (2021 – five) employees in the year. There were no employees earning over £60,000 per annum.

	2022 £	2021 £
Wages & salaries	123,781	73,122
Social security costs	2,719	185
Pension costs	8,041	5,310
	<u>134,541</u>	<u>78,617</u>

The charity operates a defined contribution pension scheme for senior staff. During the year the employer's rate of pension contribution was 10% and no employee contribution was required. Three members of staff were included in the scheme (2021 – 3). The contributions outstanding at the period end amounted to £1,709 (2021 -£652).

7. Independent Examiners Remuneration

	2022 £	2021 £
Independent examiners remuneration	3,780	4,428
	<u>3,780</u>	<u>4,428</u>

8. Tangible fixed assets

	Computer Equipment £
Cost	
At 1 January 2022	4,963
Additions	6,764
At 31 December 2022	<u>11,727</u>
Depreciation	
At 1 January 2022	4,963
Charge for the year	3,382
At 31 December 2022	<u>8,345</u>
Net book value	
At 31 December 2022	<u>3,382</u>
At 31 December 2021	<u>-</u>

Volition Community

Notes forming part of the financial statements
for the period ended 31 December 2022 *Continued*

9. Debtors and prepayments	2022	2021
	£	£
Prepayments and accrued income	28,486	930
Gift Aid debtor	38	422
	<u> </u>	<u> </u>
	28,524	1,352
	<u> </u>	<u> </u>
 10. Creditors: amounts falling due within one year	 2022	 2021
	£	£
Trade creditors	2,569	1,440
Manchester Cathedral	6,113	4,908
Taxation and social security	3,291	1,121
Pension contributions	1,709	652
Accruals & deferred income	10,595	11,611
	<u> </u>	<u> </u>
	24,277	19,732
	<u> </u>	<u> </u>

Deferred income – a grant was received in the prior year for works to be carried out in the future. The amount of income deferred from this grant was £Nil (2021 £1,261).

11. Analysis of net assets between funds	Restricted funds	Unrestricted funds	Total funds
	£	£	£
Fund balances at 31 December 2022 as represented by:			
Tangible fixed assets	-	3,382	3,382
Net current assets	59,527	26,223	85,750
	<u> </u>	<u> </u>	<u> </u>
	59,527	29,605	89,132
	<u> </u>	<u> </u>	<u> </u>

11. Analysis of net assets between funds (continued)	Restricted funds	Unrestricted funds	Total funds
	£	£	£
Fund balances at 31 December 2021 as represented by:			
Tangible fixed assets	-	-	-
Net current liabilities	-	(8,573)	(8,573)
	<u> </u>	<u> </u>	<u> </u>
	-	(8,573)	(8,573)
	<u> </u>	<u> </u>	<u> </u>

Volition Community

Notes forming part of the financial statements
for the period ended 31 December 2022 *Continued*

12. Restricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Restricted funds 2022	-	250,734	191,207	-	59,527
Restricted funds 2021	10,703	73,627	84,330	-	-

Restricted funds include grants received and the related expenditure in providing and developing training projects to assist in the relief of unemployment and to promote social inclusion by assisting people to integrate into society. These grants include the funding of our major project of Beekeeping in the cities of Manchester and Salford and a grant from the Department of Work and Pensions to expand our programme at Salford Cathedral. At 31 December 2022 the restricted funds include £37,106 relating to the work at Salford Cathedral and £22,421 relating to Bee-keeping.

13. Unrestricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Unrestricted Funds 2022	(8,573)	79,585	41,407	-	29,605
Unrestricted Funds 2021	333	55,257	64,163	-	(8,573)

14. Cash flow

Reconciliation of net income to net cash flow from operating activities:	2022	2021
	£	£
Net movement in funds as per the statement of financial activities	97,705	(19,609)
Adjustments for:		
Depreciation charges	3,382	-
(Increase)/decrease in debtors	(27,172)	24,966
Increase/(decrease) in creditors	4,545	(229)
Net cash provided by operating activities	78,460	5,128

15. Related party transactions

Transactions with Trustees are disclosed in Note 5.

Included within debtors is a grant of £10,000 (2021 - £Nil) due from Manchester Cathedral Visitor Centre in recognition of the work carried out by the Charity in promoting the visitor offer of the Cathedral Visitor Centre. R.M Govender is a trustee of both charities.

Included within creditors: amounts falling due within one year, is an amount of £6,113 (2021 - £4,908) owed to Manchester Cathedral. RM. Govender is a trustee of both charities.

Also included within creditors: amounts falling due within one year, is an amount of £3,376 (2021 - £4,567) owed to Mr J.E. Atherden, a trustee of the charity.

VOLITION COMMUNITY

England & Wales - Charity number 1160268

Accounts

CHARITY NUMBER 1160258

Volition Community

Charitable Incorporated Organization (CIO)

Annual Report and Financial Statements

Year Ended

31 December 2021

Volition Community

Annual report and financial statements for the year ended 31 December 2021

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Volition Community

Annual report and financial statements for the year ended 31 December 2021

Legal and administrative information

Contact Address

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Cathedral Street
Manchester
M3 1SX

Telephone 0161-833-2220

Legal Status

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees

The Very Reverend R.M. Govender MBE - Dean of Manchester
Mr J.E. Atherden
Mr J. Blakey
Mr A.T. O'Connor

Independent Examiner

Heather Wheelhouse ACA
BDO LLP
Bridgewater House
Finzels Reach
Counterslip
Bristol
BS1 6BX

Bankers

Royal Bank of Scotland plc
St Ann Street
Manchester
M60 2SS

Volition Community

Trustees' report for the year ended 31 December 2021

The Trustees present their seventh annual report and the financial statements for the year ended 31 December 2021.

Structure, governance and management

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees who served during the year are listed below.

The Very Reverend R.M. Govender - Dean of Manchester

Mr J.E. Atherden

Mr J.R. Blakey

Mr A.T. O'Connor

The Trustees are responsible for setting the strategic direction of the charity.

Trustees are recruited on the basis of required skills to complement the existing body of Trustees. Each Trustee benefits from an induction programme tailored to their knowledge and experience. The Trustees continue to deploy a wide range of skills and experience essential to good governance.

Risk Management

The trustees have performed a review of the risks that we believe could seriously affect the charity's performance, future prospects, reputation or its ability to deliver against its priorities. This development of our risk process has resulted in the inclusion of liquidity as a principal risk. The expenditure of the charity is closely monitored with regular forecasts of cash requirements and regular management accounts that are reviewed by the trustees.

The Trustees have revisited their going concern assessment in February 2023. Cash-flows have been re-worked to the end of February 2024 to include the impacts on income. During the earlier part of the year the Covid pandemic meant that staff were part-time furloughed and government grants applied for. The Trustees consider that the charity continues to provide its public benefit. A number of new sources of income have been identified including a significant grant from the Department of Works and Pension Job Centre Plus Flexible Support Programme to fund the delivery of Employment Support to those with complex needs. The charity has also obtained a grant from a Manchester hotel chain to partly fund the beekeeping programme. The current bank balance of £60,000 is sufficient to cover any committed expenditure. The Trustees therefore consider that it is appropriate for the financial statements to be prepared on a going concern basis.

Objectives and activities

The Trust is a registered charity whose objects are:-

The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The charity shall pursue these objects through structured volunteering placements and support to prepare unemployed people for work and connect them with local employers. This will be delivered in the following ways:

- Raising aspirations and confidence – by challenging comfort zones, participating and seeing new possibilities, peer support, life coaching.
- Removing barriers to work – practising work ready skills from confidence, skills, overcoming personal issues to transport and better networks.
- Employer engagement – career talks, site visits, training, guaranteed interviews, mock interviews, creating a lasting shift in employers' attitudes to unemployed people, their hiring practises and readiness to support people.
- Increasing skills – some with Level 1 qualification, other completing NVQ's, vocational courses, further volunteering, work experience
- Improved health and wellbeing.
- Social inclusion – from disengaged to involved and participating.

The trustees have had due regard to the Charity commission guidance on public benefit.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Achievements and performance

Volition Community was established on 2 February 2015 as a charity with the following two objectives:

1. The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society

We started 2021 still in the grip of the global pandemic with Covid-19. Provision restarted up in April with our first intake, however, with the constant up and down with the pandemic, recruiting volunteers to attend open days was very problematic.

The data contained within this annual report is based on a reduced intake during 2021 of 36 volunteers, two more than in 2020. Demographics continued to reflect many historical barriers to employment and learning, with 50% of volunteers unemployed for over 3 years (33% over 5 years) and 92% from households with no one in paid work.

Despite organising good quality online content early and during the pandemic, referrals and uptake to Volition remained low for remote access. This highlights the very positive need for face-to-face delivery and support in this context. This may also be an indication of a broader digital skills gap and deepening inequalities our candidates face in the wake of the pandemic.

Mental and physical health issues were widely evident, with 67% disclosing mental health concerns and 53% a physical health issue. July 2021 saw the main return to face-to-face delivery and we were able to resume the vital social and emotional support to our volunteers, after months of being deprived of physical learning and work experiences.

Employability is not the same as specific qualifications and the generic transferable skills and experiences that Volition offers are designed to facilitate progression to paid employment through increasing social interaction, personal confidence and intrinsic motivation. I am pleased to announce that 42% of the 2021 cohort achieved paid work during the year, with a further 30% still accessing volunteering at Manchester Cathedral today. Reflecting on the social and emotional starting points of many volunteers, these outcomes are worth celebrating loudly.

The other major highlight of the year for Volition was the visit of HM The Queen to Manchester Cathedral to mark the 600th Anniversary of the Collegiate Church. We must take this opportunity to thank all the Volition staff and volunteers who worked tirelessly to make sure the gardens of the Cathedral were fit for the Royal visit and to Maria our gardener and Cath our beekeeper came together with a group of volunteers to transform the grounds. They worked very hard to create a bee feature for the Queen.

2021 has been an amazing year full of change, fabulous volunteers and astonishing highlights. Despite the year starting with a downbeat and Covid putting everyone back into lockdown our commitment, planning and funder support has enabled us to quickly reopen and get back to assisting people into employment.

Volition has always supported people through a variety of means including: face to face provision, telephone calls and text but this year, more than any, has needed us to keep in touch with our client group. As restrictions began to kick in for a second year some people became ever more isolated. Many of our participants live alone and do not have the support of family and colleagues. Volition opened up as quickly as possible to outdoor and instructor led activities to provide focus, routine and support.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Achievements and performance (continued)

One of the first activities to get underway this year, was gardening. The Cathedral sits in the middle of the City surrounded by herbaceous borders and is looked after by a team of volunteers. This spring Marie came to Volition in support of her partner but she too was unemployed. Despite being RHS trained she was missing out on suitable posts due to lack of experience and the downturn in the economy. Marie was motivated to volunteer with us and worked on a planting scheme to make them more bee friendly. She entered the Cathedral into the Manchester Flower Show and continued to develop the beds with a team of volunteers to showcase them for a Royal visit in July. Volition was further able to support Marie with a small, part time, paid role. Marie has now left us having secured a gardening contract on a large private estate in Northumberland. The Cathedral gardens continue to provide opportunities for volunteers and Volition has once again supported one of its participants with a paid position. Well done Jimmy.

The next activity to get underway was our Get Crafty sessions. These are weekly art and craft classes generously funded by the WEA. One of the best ways to reduce isolation and improve self-worth is by having fun, changing expectations and enabling individuals to set their own personal goals. The art classes did this by re-establishing a pattern of working and encouraging participants to build on their skills each week. These classes lead to a real sense of achievement and some of our volunteers secured paid employment for the first time in several years.

The Cathedral's famous Heavenly Honey apiary was also able to reopen early in the pandemic. It too provided an outside activity for volunteers. Under the guidance of our head Bee Keeper, Catherine, volunteers were able to learn new skills and add real value to their CV at a time when it was otherwise difficult to do so. Later in the year, volunteers were also able to add retail experience to their list of skills as Cath and her team expanded their activities to include selling honey at large scale Christmas events.

Possibly the highlight of 2021 was the Royal visit by Her Majesty, The Queen, to Manchester Cathedral to commemorate its 600th anniversary. It was a super day, blessed by warm weather and the gardens, art work and a gift of honey all showcased the skills of Volition volunteers.

There were more celebrations to come in 2021 and another highlight was undoubtedly an art exhibition at Manchester Central Library led by volunteer, Andy Redmond "Reds" on his "Reds and K1000". Andy worked with Volition's Artist in Residence Karin Albinsson, on a photography project. 'Reds' told Karin of the 1000 photos he had taken and lost six years ago as he went into prison. It was this loss that started the project 'Reds & K 1000' culminating in an exhibition of 2500 photos of street art and graffiti created into 9 collages. The exhibition was opened by the Mayor of Manchester and was attended by local dignitaries. Andy is extremely proud of his achievements and is excited to be leading other volunteers in the New Year.

Throughout 2021 Volition has continued to support people to achieve their goals. Information days are held at regular intervals to make referrals easy and timely. Our employability programme supports people with a wide range of issues. Some are long term unemployed, others are new to the UK and some have found themselves returning to work after caring for loved ones. Here at Volition we support people to gain skills and build themselves up through volunteering.

So how have some of our other volunteers lives changed in 2021? Here is a snapshot

There is Dave, who after being unemployed for 5 years has started working at a Covid testing centre. Eight months on he is still working 12 hour shifts, has paid off his debts and has enjoyed a break away with friends and family.

Gill has been unemployed for 4 years, she has health issues and struggled to fit in her studies. She accessed NHS volunteering, completed a work trial and has now been offered paid employment by the NHS.

Jack has gained temporary work at Royal Mail but spurred on by the success of others around him at Volition has applied for covid test site jobs. His goal is to continue working after his temporary contract expires and continue working in 2022.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Achievements and performance (continued)

Does 2022 and 2023 hold anything new for Volition?

It certainly does! Volition has expanded its work to Salford Cathedral in early 2022. We are delighted to be working with Fr. Michael and Maura Pasini to be able to offer the Volition ethos and support to those living in the Salford area and beyond.

2021 has had its challenges. We thank all our supporters for offering their time and resources to Volition. We could not do our work without you

Volition Beekeeping at Manchester Cathedral

With the easing of Covid the beekeeping got back into full swing we took 35 volunteers through the beekeeping programme this year. We currently have a growing Monday group of 6 volunteers. They are busy making and cleaning kit when they are not working to make sure the colonies are supported in their winter mode.

Paul has stayed with us most of the year and seen the bees through the range of seasons, he supports the new volunteers and is expert with a hammer and flat pack hive. We were back to the Cathedral kitchen for our honey extraction and all volunteers were able to experience this. Jarring was also allowed in small groups and we soon had our harvest ready for sale. Volunteers were invited to sell our Heavenly Honey at Christmas time in the Cathedral to the public. This was a really enjoyable experience and gave us a chance to showcase our volunteers, honey, and what our Volition values are.

The benefits to our Volition Volunteers are apparent in their demeanour, smiling faces, ability to find work and in producing our 600-year anniversary honey which was given to the HRH Queen Elizabeth on her recent visit to our Cathedral.

Volition Beekeeping at Salford Cathedral

Our first volunteers joined us at Salford Cathedral this year and we were able to welcome them with a jarring workshop. We have been very busy working on the apiary cutting back the bushing and making space for more colonies. The current four colonies are progressing well and we would like to add more to the site.

Our volunteers took part in a lip balm making workshop they were able to take some home and give some to the Cathedral staff that had showed great interest.

One of our Salford volunteers has gained employment already and is looking forward to starting his new journey. We are looking forward to adding to our numbers and will be inviting new volunteers in the near future.

Arts & Crafts

The '**Get Crafty**' art classes were created through Volition to give long-term unemployed adults the opportunity to learn a variety of skills through creativity.

Arts and crafts can be viewed as a therapeutic hobby, beneficial for supporting mental health but there are so many other benefits such as building skills to prepare for employment. Learning new art techniques focuses the mind, it builds strong observational and listening skills, helps with problem solving, improves attention to detail, co-ordination and dexterity. It also teaches discipline for example working to deadlines on commissions.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Achievements and performance (continued)

Long-term unemployment leads to low confidence and low self-esteem. The art classes were designed to increase confidence through challenge and achievement. 'Get Crafty' became a safe space where individuals could be themselves without fear or judgement. Throughout the year, members of the 'Get Crafty' group returned consistently week after week to the art classes. It has been clear to see that the members of the group have grown in confidence both on a personal level and artistically.

The pandemic in 2021 has affected many people but for some it has been extremely difficult. For those people who live alone, it was a very isolating and lonely time. The class was run in a safe way, following government guidance, which meant that the members of the group could feel relaxed and safe but also part of a community, which was welcoming and fun.

The Cenotaph

Volition has had a constant presence at the Cenotaph for the past 5 years. Each weekday Andy along with a team of volunteers, provide information and help to visitors and locals visiting the City. The team provide directions, maps and information on local attractions and the project provides an excellent volunteering opportunity for participants to gain customer service skills and improve confidence levels. In 2021, however, the pandemic dramatically reduced footfall to the City and the service had to be suspended. Andy switched to providing a telephone service to his volunteers to keep them motivated and in touch. He also did a sterling job putting his practical skills to good use by decorating our new office space. As things got back to normal Andy restarted the sessions and the team were in full strength for Remembrance Sunday and Armistice Day. From 2022, Andy and the information volunteers will relocate to the Halo of Light.

Gardening

The gardening team were back working in the borders by February. Lockdown had given grasses and weeds an enormous advantage and were beginning to obscure the view of the Cathedral. One of our volunteers Marie, who was RHS trained, began to take a growing role to lead the team. She developed a bee friendly planting scheme to commemorate the 600 anniversary of the Cathedral and our art group began to produce pieces to add to the display.

New plants for the pollinator-friendly planting scheme were sourced and volunteers enjoyed releasing ladybird larvae onto the rose bushes around the Cathedral. These would control the aphids organically without the use of pesticides that are known to be harmful to bee populations. Volunteers enjoyed learning about new plants and were encouraged by the tangible and visible difference they were making. An extra volunteering day was scheduled as regular volunteers wanted to spend more time in the garden. By mid-summer, geraniums, salvias, lavender and other plants were encouraged to bloom by a burst of sunny weather and visitors to the area enjoyed the display everyone had worked so hard on.

Volition was able to offer Marie a small paid post and the gardening team went from strength to strength.

After the flower show the news came that the Cathedral would receive a royal visit. The garden needed to look its best. Hundreds of colourful bedding plants were added and volunteers worked hard again weeding, planting, watering and deadheading. Towards the end of summer Marie secured a fulltime post working on an estate in Northumberland. We were delighted that her dreams had come true but we need a new person to fill her boots. Volition advertised the vacant role and was delighted to recruit from its team of volunteers.

Jimmy took over the role in October and says: Firstly I would like to thank Volition for taking me on as a paid worker. I could not be more pleased. When I started at Volition in April 2018 I took to the place right away. As I started my volunteer work in the garden I knew this is where I wanted to be. Since I have been here I have met some really interesting people from Manchester and overseas. To be told by members of the public that you are doing a good job is so gratifying. It gives a real sense of achievement.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Achievements and performance (continued)

Despite the adverse effects of the Global Pandemic, the Partnership between both Manchester and Salford Cathedrals has been strengthened throughout 2021.

We are pleased to announce the Official Launch of Volition at Salford Cathedral, which took place on 10th of March 2022 to expand the Programme across the Local Area.

The foundations for the Volition programme at Salford Cathedral were established during the summer of 2021 when we saw Volunteers/Students from Manchester Cathedral attend training sessions and guided tours at Salford Cathedral, the aim of which was to increase knowledge and interest whilst introducing a different perspective to Cathedral life: n. 2 Volition Volunteers applied for permanent roles within the traditional volunteer Programme at Salford.

By the end of September 2021, we saw Salford host its first pilot Information Day, although attendance was lower than we wished for, we had the pleasure of meeting a lady called Kahman. Kahman had only recently moved to the UK that summer. Despite not being able to join Volition at Salford at that time, her enthusiasm led her to commence the Programme at Manchester Cathedral and continued to support us through the traditional volunteer Programme.

This ability to interact between both facilities has created a most unique and flexible environment which allows Volition to be delivered at its very best. Through the joint efforts of both Cathedrals, we have been introduced to some amazing people: David was originally volunteering in beekeeping, he recently expressed a wish to become involved with supporting the Estates Team at Salford Cathedral, through maintaining the environment. Week by week, David became a key member of the Team, he helped pick crab apples from our garden which we turned into jam with our traditional volunteer steward Co-ordinator, Filippa.

We have also had a session led by the Director of the Music at Salford Cathedral, Alex, encouraging volunteers for the Choir.

On the 7th December we had a very successful activity with the help of Cath, the Beekeeper: for the first time with the help of Volunteers and Members of staff we jarred 116 units of honey at Salford Cathedral.

With our shared commitment and enthusiasm, we strive to expand the Programme with 60 new Volunteers for 2022!

Open for Business

Since returning to the office in the summer of 2021 it's been really positive to see the volunteers returning and feel that Volition is coming to back to life again. The WEA contract involved new levels of administration and processes were put in place to make sure this was completed in a timely fashion along with all the Cathedral safeguarding information.

15 returning volunteers had their documents refreshed and review meetings took place. It was obvious that people had been adversely affected by being at home for a year but equally how quickly they started to come out of themselves again.

As the Job Centre network reopened its doors for face to face appointments I have been in constant contact with numerous work coaches to let them know that Volition is open for business. This continues to involve advertising the programme and working to improve referral numbers after a challenging 12 months.

Volition Community

Trustees' report (continued) for the year ended 31 December 2021

Patrons & Donors

We would also like to take this opportunity to thank Manchester City Council, the Workers Educational Association for supporting Volition in 2021, without such support it would be very difficult to keep this charity going. We are also very grateful for the financial donations we received from the following during 2021:

Manchester College	Ninevah Trust
Procure Plus	Mr & Mrs Matthews
European Social Fund	Dove Tail Bars
Altered Café	Glue Creative Ltd
Rob Ferguson Fund	Diocese of Manchester
Swann Kitchens	Just Bee Honey Ltd
Mr & Mrs L Rudd	Chapman Holmes Ltd

And Finally, Our Patrons:

- Sir David Richards, Life Vice President of the Football Association
- Ronald D Painter, CEO, National Association of Workforce Boards, United States of America

Financial Review

Total income for the year amounted to £128,884 compared to £142,517 in 2020. Net expenditure for the year amounted to £19,609 (2020 Net income £3,738). At 31 December 2021 restricted funds amounted to £Nil (2020 £10,703) and unrestricted funds amounted to £(8,573) (2020 £333).

Reserves Policy

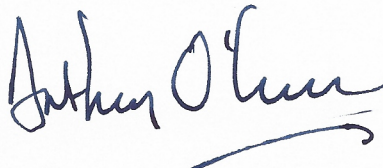
The Charity has attracted funding for specific purposes. A significant number of sources are being established so as not to become over dependent upon any single source, thus reducing the overall financial risk to the Charity.

There is no requirement to hold free reserves. At 31 December 2021 total reserves amounted to negative £8,573. The charity is expected to have eliminated the deficit balance in the next financial statements.

Approved and signed on behalf of the Trustees -

28 February 2023


A. T. O'CONNOR



Volition Community

Statement of responsibilities of the Trustees for the year ended 31 December 2021

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Annual report, Trustees' report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Volition Community

Report of the independent examiner Year ended 31 December 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF VOLITION COMMUNITY

I report to the trustees on my examination of the accounts of the charity for the year ended 31st December 2021, which are set out on pages 11 to 20.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the ACT")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Heather Wheelhouse

DA15AED75D45453...

Signed:

Heather Wheelhouse ACA
BDO LLP
Bridgewater House
Finzels Reach
Counterslip
Bristol
BS1 6BX

03 March 2023

Volition Community

Statement of financial activities for the year ended 31 December 2021

		CURRENT YEAR			PRIOR YEAR		
		Restricted funds	Un-restricted funds	2021 Total	Restricted funds	Un-restricted funds	2020 Total
	Notes	£	£	£	£	£	£
Income from:							
Donations	2	73,627	55,257	128,884	78,801	63,716	142,517
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total income		73,627	55,257	128,884	78,801	63,716	142,517
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Expenditure on:							
Charitable activities	3	84,330	64,163	148,493	68,098	70,681	138,779
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total expenditure		84,330	64,163	148,493	43,909	85,219	138,779
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net (expenditure)/income		(10,703)	(8,906)	(19,609)	10,703	(6,965)	3,738
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Reconciliation of funds:							
Net movement in funds		(10,703)	(8,906)	(19,609)	10,703	(6,965)	3,738
Funds brought forward		10,703	333	11,036	-	7,298	7,298
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Funds carried forward		-	(8,573)	(8,573)	10,703	333	11,036
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

All activities derive from continuing operations.
All recognised gains and losses are included in the statement of financial activities.
The notes on pages 14 to 19 form part of these financial statements.

Volition Community

Balance sheet as at 31 December 2021

	Notes	£	2021	£	£	2020	£
Fixed assets							
Tangible fixed assets	8			-			-
Current assets							
Debtors & prepayments	9	1,352			26,318		
Cash at bank and in hand		9,807			4,679		
			11,159		30,997		
Creditors: amounts falling due within one year							
Creditors & accruals	10	19,732			19,961		
Net current (liabilities)/assets				(8,573)		11,036	
Net (liabilities)/assets				(8,573)		11,036	
Funds							
Restricted funds	12			-		10,703	
Unrestricted funds	13			(8,573)		333	
				(8,573)		11,036	

The notes on pages 14 to 19 form part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 28 February 2023.



R.M. GOVENDER MBE
Trustee

Volition Community

Statement of Cash Flows for the year ended 31 December 2021

		2021 Total Funds £	2020 Total Funds £
	Notes		
Net cash provided/(used) by operating activities	14	5,128	(7,346)
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	-
Net cash used by investing activities		-	-
Change in cash and cash equivalents in the period		5,128	(7,346)
Cash and cash equivalents at the start of the financial year		4,679	12,025
Cash and equivalents at the end of the financial year		9,807	4,679

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2021

1. Accounting policies

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities SORP (FRS 102)" effective January 2019, applicable UK Accounting Standards and the Charities Act 2011. The particular accounting policies adopted by the Trustees are described below. The financial statements are prepared in GBP, being the functional currency and are rounded to the nearest pound.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at transaction value.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made judgements, the details of which are included in the following accounting policies:

Going Concern

The financial statements have been prepared on a going concern basis. In the current economic climate, the trustees acknowledge the effect of the current cost of living crisis and have reforecast the financial position and cash-flows for the period to 28 February 2024. The forecasts confirm that the charity can meet its obligations as they fall due. The trustees note that there were negative reserves of £8,573 as at 31 December 2022 but the forecasts show that this is eliminated in the next 12 months. The current bank balance of £60,000 is sufficient to cover any committed expenditure. As such the trustees are satisfied that the Charity can settle its obligations for a period of at least 12 months from the date of signing the financial statements and that it is appropriate for the financial statements to be prepared on a going concern basis.

Fund Accounting

Unrestricted general funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

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

Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment	-	50% on cost
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Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised in the statement of financial activities when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be met.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2021

1. Accounting policies - continued

Direct Charitable 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 settlement will be required and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to the community in Manchester. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them including governance costs. Governance costs include the cost of independent examination, the cost of trustee meetings and the cost of preparing statutory accounts.

Pension Costs

The amounts charged to the statement of financial activity for its' defined contribution scheme represents the amount payable in the period.

Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2021

2. Income – 2021

	Restricted funds £	Un- restricted funds £	2021 Total £
Income			
Donations - grants:			
Manchester City Council – Work Club	7,000	-	7,000
ESF Community Learning Grants	15,925	-	15,925
Manchester College – secondment	37,702	-	37,702
Procure Plus	-	5,000	5,000
Nineveh Trust	3,000	-	3,000
Other grants & donations	10,000	16,867	26,867
Other income	-	33,390	33,390
Total income	73,627	55,257	128,884

Income - 2020

	Restricted funds £	Un- restricted funds £	2020 Total
Income			
Donations - grants:			
Manchester City Council – Work Club	7,000	-	7,000
ESF Community Learning Grants	24,000	-	24,000
Manchester College – secondment	36,801	-	36,801
Rob Ferguson Fund	1,000	-	1,000
Procure Plus	-	5,000	5,000
Other grants & donations	10,000	21,764	31,764
Other income	-	36,952	36,952
Total income	78,801	63,716	142,517

3. Expenditure - 2021

	Restricted funds £	Unrestricted funds £	2021 Total £
Charitable activities:			
Volunteer programme	79,181	34,263	113,444
Support costs	5,149	25,472	30,621
Governance costs	-	4,428	4,428
	84,330	64,163	148,493

Expenditure - 2020

	Restricted funds £	Unrestricted funds £	2020 Total £
Charitable activities:			
Volunteer programme	68,098	36,444	104,542
Support costs	-	31,401	31,401
Governance costs	-	2,836	2,836
	68,098	70,681	138,779

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2021 *Continued*

4. Support Costs

Support costs including governance costs are charged to charitable expenditure and allocated between restricted and unrestricted funds based on the activities carried out in that year. There is no allocation of support costs to fundraising as it is considered that the costs are immaterial based on the time spent fundraising. The total support costs for the year amounted to £30,621 (2020 £30,848) and include postage, stationery, printing, professional fees, sundry expenses and independent examiner fees.

5. Information regarding Trustees

Two trustees received regular remuneration for professional services supplied to the charity. Mr J.E. Atherden charged £9,922 (2020 - £10,080) for accountancy and consultancy services in the year. Mr A.T. O'Connor was paid a salary of £15,600 (2020 - £15,600). The legal authority for these payments is set out in the governing document of the charity.

No travel expenses were claimed by a trustee in the year (2020 – None).

6. Staff Costs

The Charity had five (2020 – five) employees in the year. There were no employees earning over £60,000 per annum.

	2021	2020
	£	£
Wages & salaries	73,122	70,369
Social security costs	185	696
Pension costs	5,310	5,236
	<u>78,617</u>	<u>76,301</u>

The charity operates a defined contribution pension scheme for senior staff. During the year the employer's rate of pension contribution was 10% and no employee contribution was required. Three members of staff were included in the scheme (2020 – 3). The contributions outstanding at the period end amounted to £12 (2020 -£436).

7. Independent Examiners Remuneration

	2021	2020
	£	£
Independent examiners remuneration	4,428	2,836
	<u>4,428</u>	<u>2,836</u>

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2021 *Continued*

8. Tangible fixed assets

	Computer Equipment
Cost	£
At 1 January 2021	4,963
Additions	-
At 31 December 2021	4,963
Depreciation	
At 1 January 2021	4,963
Charge for the year	-
At 31 December 2021	4,963
Net book value	
At 31 December 2021	-
At 31 December 2020	-

9. Debtors and prepayments

	2021 £	2020 £
Prepayments and accrued income	930	25,926
Gift Aid debtor	422	392
	1,352	26,318

10. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	1,440	4,930
Manchester Cathedral	4,908	5,867
Taxation and social security	1,121	857
Pension contributions	652	436
Accruals & deferred income	11,611	7,871
	19,732	19,961

Deferred income – a grant was received in the current year for works to be carried out in the future. The amount of income deferred from this grant was £1,261 (2020 £Nil).

11. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total funds £
Fund balances at 31 December 2021 as represented by:			
Tangible fixed assets	-	-	-
Net current assets	-	(8,573)	(8,573)
	-	(8,573)	(8,573)

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2021 *Continued*

11. Analysis of net assets between funds (continued)

	Restricted funds £	Unrestricted funds £	Total funds £
Fund balances at 31 December 2020 as represented by:			
Tangible fixed assets	-	-	-
Net current assets	10,703	333	11,036
	<u>10,703</u>	<u>333</u>	<u>11,036</u>

12. Restricted Funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Restricted funds 2021	10,703	73,627	84,330	-	-
Restricted funds 2020	-	78,801	68,098	-	10,703

13. Unrestricted Funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Unrestricted Funds 2021	333	55,257	64,163	-	(8,573)
Unrestricted Funds 2020	7,298	63,716	70,681	-	333

14. Cash flow

Reconciliation of net income to net cash flow from operating activities:	2021 £	2020 £
Net movement in funds as per the statement of financial activities	(19,609)	3,738
Adjustments for:		
Depreciation charges	-	2,030
Decrease/(increase) in debtors	24,966	(10,624)
(Decrease) in creditors	(229)	(2,490)
Net cash provided/(used) by operating activities	<u>5,128</u>	<u>(7,346)</u>

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2021 *Continued*

15. Related party transactions

Transactions with Trustees are disclosed in Note 5.

Included within debtors is a grant of £Nil (2020 - £7,500) due from Manchester Cathedral Visitor Centre in recognition of the work carried out by the Charity in promoting the visitor offer of the Cathedral Visitor Centre. R.M Govender is a trustee of both charities.

Included within creditors: amounts falling due within one year, is an amount of £4,908 (2020 - £5,867) owed to Manchester Cathedral. RM. Govender is a trustee of both charities.

Also included within creditors: amounts falling due within one year, is an amount of £4,567 (2020 - £5,220) owed to Mr J.E. Atherden, a trustee of the charity.

VOLITION COMMUNITY

England & Wales - Charity number 1160268

Accounts

Volition Community

Annual Report and Financial Statements

Year Ended

31 December 2020

Volition Community

Annual report and financial statements for the year ended 31 December 2020

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Volition Community

Annual report and financial statements for the year ended 31 December 2020

Legal and administrative information

Contact Address

Volition Community
Cathedral Street
Manchester
M3 1SX

Telephone 0161-833-2220

Legal Status

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees

The Very Reverend R.M. Govender MBE - Dean of Manchester
Mr J.E. Atherden
Mr J. Blakey
Mr A.T. O'Connor

Independent Examiner

Kyla Bellingall ACCA
BDO LLP
Two Snowhill
Birmingham
B4 6GA

Bankers

Royal Bank of Scotland plc
St Ann Street
Manchester
M60 2SS

Volition Community

Trustees' report for the year ended 31 December 2020

The Trustees present their sixth annual report and the financial statements for the year ended 31 December 2020.

Structure, governance and management

The charity was formed as a Charitable Incorporated Organisation on 2 February 2015. It is Registered Charity Number 1160268.

Trustees who served during the period are listed below.

The Very Reverend R.M. Govender - Dean of Manchester

Mr J.E. Atherden

Mr J. Blakey

Mr A.T. O'Connor

The Trustees are responsible for setting the strategic direction of the charity.

Trustees are recruited on the basis of required skills to complement the existing body of Trustees. Each Trustee benefits from an induction programme tailored to their knowledge and experience. The Trustees continue to deploy a wide range of skills and experience essential to good governance.

Risk Management

The trustees have performed a review of the risks that we believe could seriously affect the charity's performance, future prospects, reputation or its ability to deliver against its priorities. This development of our risk process has resulted in the inclusion of liquidity as a principal risk. The expenditure of the charity is closely monitored with regular forecasts of cash requirements and regular management accounts that are reviewed by the trustees.

The Trustees have revisited their going concern assessment in October 2020 following the outbreak of Covid-19. Cash-flows have been re-worked to December 2022 to include the impacts on income. The Trustees are taking all reasonable steps to continue the operation of the charity, complying with government rules and safety guidelines. Staff have been part-time furloughed and government grants applied for. The Trustees consider that the charity will continue to provide its public benefit during the crisis period and beyond. They therefore consider that it is appropriate for the financial statements to be prepared on a going concern basis.

Objectives and activities

The Trust is a registered charity whose objects are:-

The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The charity shall pursue these objects through structured volunteering placements and support to prepare unemployed people for work and connect them with local employers. This will be delivered in the following ways:

- Raising aspirations and confidence – by challenging comfort zones, participating and seeing new possibilities, peer support, life coaching.
- Removing barriers to work – practising work ready skills from confidence, skills, overcoming personal issues to transport and better networks.
- Employer engagement – career talks, site visits, training, guaranteed interviews, mock interviews, creating a lasting shift in employers' attitudes to unemployed people, their hiring practises and readiness to support people.
- Increasing skills – some with Level 1 qualification, other completing NVQ's, vocational courses, further volunteering, work experience
- Improved health and wellbeing.
- Social inclusion – from disengaged to involved and participating.

The trustees have had due regard to the Charity commission guidance on public benefit.

Volition Community

Trustees' report (continued) for the year ended 31 December 2020

Achievements and performance

Volition Community was established on 2 February 2015 as a charity with the following two objectives:

1. The relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.
2. To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society

Employment & volunteering data:

2020 was affected by the global pandemic with Covid-19. Provision was suspended in March and re-started again in July with our first intake in September. The data contained within this annual report is based on a greatly reduced intake during 2020 of 34 volunteers. Most volunteering opportunities were suspended in March and have since remobilised to include bee-keeping, gardening and art.

During 2020 70% of our volunteers were male and 30% female; out of this the biggest individual age range was 41-50 years. 34% of volunteers were under 30 and 20% were over 51.

53% of volunteers had been out of work for over 3 years, with nearly 1/3 of all volunteers unemployed for more than 5 years. Our Bees proved most popular during lockdown with art a welcome new addition to our provision.

Admin & social media interest reflected the younger age of volunteers with 31% of volunteers being educated to degree level, whilst 20% had no formal qualifications. 83% of our volunteers lived in households where no-one was in paid employment.

The ethnic diversity of volunteers remained fairly static as with 2019 data with 27% coming from the BAME community. We had 41% of volunteers disclosing a range of physical health and learning barriers. These ranged from autism to dyslexia and dyscalculia.

We had 47% of volunteers disclosing a range of mental health issues. These ranged from social anxiety to psychosis. At least 2 volunteers are known to have attempted suicide in the last 2 years and 12% of volunteers required additional support with ESOL. Finally, 57% of volunteers came from a social housing background.

Contained within this annual report is overview on our specific activities, it should be noted, that without the support of the following organisations it would have been very difficult for us to maintain the charity and our outcomes with the long-term unemployed across Greater Manchester:

Q-Parks, Chapman Holmes Ltd; Manchester City Council and the Lord Mayor of Manchester; Infusion Bars; Grape & Grain Ltd; Victoria Warehouse; Manchester College, Greater Manchester Combined Authority; The Workers' Education Authority, European Union Social Fund and Procure Plus, all of which delivered over £115,000 of funds to maintain our work.

Bees Project

Highlights

We started the year with 4 colonies at Manchester Cathedral coming through the winter and 2 at Salford. We have split the colonies and now have 8 at Manchester and 4 at Salford. We were able to restart weekly inspections with volunteers when we came out of lockdown. Caroline McLaughlin, Seasonal Bee Inspector (DEFRA) attended Manchester Cathedral and Salford Cathedral. All colonies were inspected for disease and given a clean bill of health.

Three honey extracting sessions took place in the Beekeeping room at Manchester Cathedral. To ensure Covid secure each session was held with one Volition Volunteer and all equipment sanitised before the next volunteer attended their session. Sessions were spaced across the day. 68kg of Manchester honey and 16kg of Salford honey. Equating to 330 x 8oz jars for Manchester and 70 x 8oz jars for Salford.

Volition Community

Trustees' report (continued) for the year ended 31 December 2020

Achievements and performance (continued)

Bees Project (continued)

The Jarring session was held in the CVC basement with Volition Volunteers, socially distancing and full PPE in place. Candle rolling workshop with Monday volunteers went well the volunteers really enjoyed the experience and were pleased to have candles to take home for Christmas presents. Monday Volunteers also had a frame building workshop in the CVC as the spacing is better and window allowed ventilation. We built 50 frames in one session. The lip balm making workshop was a first for us and a hit for the Volunteers they all took a bag home with them for presents. A Wednesday session was started for a new volunteer (couldn't attend Monday) we have completed 3 sessions she is very happy with our sessions and looking forward to more in the new year. These sessions are based more around bee crafts as she was sure she wanted to be hands on with the bees. She has since visited the roof and would like to attend an open hive session in the coming year. The BBC spent the day with us interviewing Volunteers and Staff for their Sunday Morning Live Programme which was broadcast on Sunday 15th November 2020. It was a lovely day and our volunteers really enjoyed the experience. The Manc came to talk with us and put out a blog which got over 2k views they will come back and do a full story talking to our Volunteers when Covid allows. Volition supporting Beekeeper in Level 3 Award in Education and Training course. First 2 assignments completed and passed, third waiting to be marked and 4th and 5th being worked on. Beekeeper now able to deliver sessions on Teams and Zoom should volunteers have the facilities to take part in online sessions.

Lows of the year.

Covid, we kicked off the season with a lockdown and limited access to the bees so to limit swarming we put extra boxes on each hive to give lots of space. This gives the bees more work and is not generally good practice. No volunteers for some months during 2020. We split the bees to give more colonies rather than our usual Demaree swarm control that keeps all the bees in one place and enables stronger colonies to produce a better harvest. We now have 8 colonies at Manchester and 4 at Salford this led to a reduced honey harvest. Wet autumn found the bees not wanting to cap the honey frames and they were not able to fly so sat inside eating stores – reduced honey harvest. No film show – we usually finish the season with a bee film show (I couldn't work out a Covid secure way of showing a film). I have now purchased some extra equipment and am putting a plan in place to be able to continue with this. No honey tasting – another enjoyable and sociable event that we couldn't find a safe way to do.

Thanks to:

We have had a lot of support this year and thanks should be given to the Cathedral Team for their endless help in this especially difficult time. Examples that come to mind are William (Verger) stayed late to enable the Bee Inspector to finish her inspection. Gareth and Derrick opening and closing doors and buildings to allow access and carrying kit when we are swamped moving from building to building. Stuart keeping us up to date on all the Covid planning and making sure we have our training completed. Lots of support from all staff has enabled us to keep on going.

Thanks also to Andy Pierce (Volition Staff) for his help especially with the extracting and jarring sessions.

Volition held several open days for partners so that frontline staff could see first-hand the opportunities available with us. Here, work coaches from all over Greater Manchester have a close up look of Heavenly Honey hives before making their way up the historical bell tower to get panoramic views of the City.

Volition Community

Trustees' report (continued) for the year ended 31 December 2020

Achievements and performance (continued)

Arts & Crafts

Art classes have been delivered at Volition since the end of 2019. Through the early months of 2020 classes taught students how to explore different media and sketch to scale. Like all other provision we had to close our doors through spring and summer but with WEA support Volition was delighted to open its doors again in early autumn and the art classes brought energy and colour to our portfolio of activities. These new sessions were delivered by expert art instructors Andy and Angie Leigh. They plan and deliver short and snappy classes which encourage students to focus on the activity rather than worry about any preheld doubts they might have. One of the first classes had students doing quick 10 minute sketches then changed to clay to really mix up the morning and get people developing their skills and thinking again about art. The classes have been as full as social distancing will allow and attendance has been fantastic. Students arrive early for the sessions and have been given sketch books and pencils so that they can continue to practice at home. I can see the art class from my office window and always pop over to see the exciting and creative work produced each Wednesday.

The Gardeners

The gardeners got off to a solid start in January 2020. The previous autumn had seen an energetic team weed the Cathedral borders, straighten lawn edges and plant over one hundred superb rose bushes and perennial plants. Despite the cold wet winter months putting off a few volunteers, a small but enthusiastic cohort continued. They worked hard to maintain pathways and keep the borders free from litter. We were confident the team would grow as the year warmed up and we all looked forward to seeing how the roses would transform the South side of the Cathedral in the summer months. Now as any gardener will know, just a few weeks away from a plot will see weeds multiply with extreme vigour. Imagine then the effect a 6 month covid induced recess on the garden. Fortunately, restrictions were eased and the team were able to return in September. They found the borders completely strangled by weeds and sprinkled with rubbish. This didn't put them off. They just started again, systematically working through each section and saving what plants they could. The roses were expertly pruned and a lot of graft went into taming the borders. As 2020 ends we look forward again to seeing the flowers flourish next summer. Indeed one of the volunteers, who is RHS trained, has submitted a garden design for the Cathedral. The design has been accepted and work is underway. The Volition Gardening team have proved that tenacity and patience can transform any situation even in a World Wide pandemic.

Volunteering

"There is a curse. They say: may you live in interesting times." So wrote Terry Pratchett in his fantasy Discworld series. 2020 has been interesting! We returned after the Christmas holidays excited to greet old friends and looked forward to making new. The year got off to a good start with new cohorts of volunteers joining Volition Community to gain skills, give their time and discover new friends and ways of working. Volunteer opportunities had been expanded and people could now choose from: reception work, social media marketing, photography, classroom assistant, admin, gardening, welcoming in the Cathedral, apiary, catering and caretaking. All these opportunities were on site and could be accessed immediately by anyone joining the programme. Working in the reception area of the Cathedral Visitor Centre was particularly popular and provided a professional welcome to visitors and tourists. People could once again visit the mediaeval Hanging Ditch area beneath the centre. As the year moved into February news channels spoke of a virus spreading across Europe and possibly due to our location in a busy and diverse city centre we started to take note. By March the situation had become more urgent and we were all encouraged to take precautions and wash our hands frequently. Our volunteers were excellent and readily assisted with cleaning touch points and sanitising work areas. We began to compare our hands. Constant washing meant that they were beginning to resemble exhibits in the Egyptology section of Manchester Museum! We closed for face to face contact in March. Throughout spring and summer Volition maintained contact with all our volunteers through social media, emails and telephone calls. We were able to recommence face to face operations in September. Restrictions have reduced our volunteering opportunities but they have continued. The gardening team restarted; volunteers have brought down the 2020 honey harvest from the roof and bottled it; marketing volunteers have created excellent signage and individuals have accessed our employability course, art sessions and engaged with staff. We thank all our partners and volunteers for enabling key activities to continue throughout this *interesting* year. We are proud to say that our volunteering has been safe and enjoyed by all.

Volition Community

Trustees' report (continued) for the year ended 31 December 2020

Achievements and performance (continued)

Cenotaph

Volition Community Members provide a daily information point at the Cenotaph, close to Manchester Central Library. This is an excellent opportunity for volunteers to hone their customer service skills and become confident in approaching members of the public. Standing outside is not for everyone but being close to a major Metro stop means the location can become very busy with lots of people needing directions and information about events. Unfortunately, this year's lockdown meant that volunteers couldn't participate at Remembrance Sunday but they did get a chance to welcome visitors for the January Sales and Chinese New Year.

Cooking

Volition has formed strong partnerships with lots of eateries around the City. Restaurants and hotels provide tours and hands on demonstrations of working in a restaurant to give our volunteers a real feel for the industry. Top chefs at Salvis, Ricardo and Ruby treated Volition members to a fantastic pasta making master class. We were all pleasantly surprised to create our own delicious fresh pasta with simple ingredients. Hotel Indigo is another champion of Volition giving us behind the seen tours of operations. As a New Year treat their famous hospitality extended to a sumptuous breakfast with possibly the best eggs benedict in the City! Working closely with the hospitality industry has meant that Volition has found work placements leading to paid employment for many of its participants.

Volunteering in the Cathedral

Volunteers form the backbone of people who welcome visitors to the Cathedral. This team of 47 guides and welcomers are from a diverse range of backgrounds. Their presence ensures that each door is staffed throughout the week and each visitor is personally welcomed. It would be easy to come to the Cathedral to see its beautiful structure but not fully appreciate its age or significance in the development of Manchester. Our clearly identifiable trained guides are on hand to initiate conversations and answer questions so that visitors can tap into free and fascinating insights at every turn. We welcome and encourage volunteers from all backgrounds. People offer their time for a wide variety of reasons. Some people love history; some want to share their joy of the building; some want to improve their employment prospects and some enjoy the interaction with visitors from around the world. The Cathedral benefits greatly from its diverse team and so in turn do the volunteers. For instance, one individual used her volunteering to improve her English, secure references and make friends. She has now gained employment as a dosimetrist within the NHS. Another member of the team, who has been out of work for several years, has used this opportunity to gain work experience and essential up to date references. He has now found paid employment. Other volunteers enjoy the camaraderie and the opportunity to meet up each week. As monuments and public buildings closed around the world so did Manchester Cathedral. In spite of this, our team of volunteers have remained in touch with one another and with the volunteer manager. They are all extremely keen to take up their roles once again and welcome everyone to a fully accessible Cathedral.

If you would like to join the team in the centre of a bustling city and have the opportunity to talk to people from around the world then contact the office on 0161 833 2220 ext242

Volition Community

Trustees' report (continued) for the year ended 31 December 2020

Patrons & Donors

We would like to express my thanks and appreciation to the following for the active interest they have taken in 2020 in supporting the work of Volition Community:

1. Manchester College
2. Q-Parks Ltd
3. Hotel Football
4. Chapman Holmes Ltd
5. MACC, Manchester
6. The Printworks
7. The DHP Group
8. Harvey Nichols Ltd
9. Chris Horkan
10. Elaine Screeton
11. Grape & Grain Ltd
12. Victoria Warehouse
13. Procure Plus
14. Manchester City Council
15. Infusion Bars
16. Alston & Beef
17. Rodney Lambert
18. The Skelton Charitable Trust
19. Hard Rock Café
20. Chapman Holmes Ltd
21. Heritage Portfolio
22. Neighbourhood Investment Fund (MCC)
23. Verdure Ltd
24. Quarantine Ltd
25. Just Bee Drinks Ltd
26. Scruff of the Neck Services Limited
27. The G.C. Charitable Trust
28. Diocese of Salford
29. DWF Foundation
30. Sterling Event Group Limited

And finally, our patrons:

- The Most Reverend & Right Honourable Dr John Sentamu, former Archbishop of York
- Sir David Richards, Life Vice President of the Football Association
- Ronald D Painter, CEO, National Association of Workforce Boards, United States of America

Volition Community

Trustees' report for the year ended 31 December 2020

Financial Review

Total income for the year amounted to £142,517 compared to £131,391 in 2019. Net income for the year amounted to £3,738 (2019 Net income £2,263). At 31 December 2020 restricted funds amounted to £10,703 (2019 £Nil) and unrestricted funds amounted to £333 (2019 £7,298).

Reserves Policy

The Charity has attracted funding for specific purposes. A significant number of sources are being established so as not to become over dependent upon any single source, thus reducing the overall financial risk to the Charity.

There is no requirement to hold free reserves. At 31 December 2020 total reserves amounted to £11,036

Approved and signed on behalf of the Trustees -

14 December 2021



A. T. O'CONNOR

Volition Community

Statement of responsibilities of the Trustees for the year ended 31 December 2020

Statement of responsibilities of the Trustees

The Trustees are responsible for preparing the Annual report, Trustees' report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Volition Community

Report of the independent examiner Year ended 31 December 2020

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF VOLITION COMMUNITY

I report to the trustees on my examination of the accounts of the charity for the year ended 31st December 2020, which are set out on pages 11 to 19.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis for report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the ACT")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

DocuSigned by:

Kyla Bellingall

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Chartered Certified Accountant

BDO LLP

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Birmingham

B4 6GA

15 December 2021

Volition Community

Statement of financial activities for the year ended 31 December 2020

		CURRENT YEAR			PRIOR YEAR		
	Notes	Restricted funds £	Un- restricted funds £	2020 Total £	Restricted funds £	Un- restricted funds £	2019 Total £
Income from: Donations	2	78,801	63,716	142,517	43,909	87,482	131,391
Total income		78,801	63,716	142,517	43,909	87,482	131,391
Expenditure on: Charitable activities	3	68,098	70,681	138,779	43,909	85,219	129,128
Total expenditure		68,098	70,681	138,779	43,909	85,219	129,128
Net income		10,703	(6,965)	3,738	-	2,263	2,263
Reconciliation of funds:							
Net movement in funds		10,703	(6,965)	3,738	-	2,263	2,263
Funds brought forward		-	7,298	7,298	-	5,035	5,035
Funds carried forward		10,703	333	11,036	-	7,298	7,298

All activities derive from continuing operations.
All recognised gains and losses are included in the statement of financial activities.
The notes on pages 14 to 18 form part of these financial statements.

Volition Community

Balance sheet as at 31 December 2020

			2020		2019
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	8		-		2,030
Current assets					
Debtors & prepayments	9	26,318		15,694	
Cash at bank and in hand		4,679		12,025	
		30,997		27,719	
Creditors: amounts falling due within one year					
Creditors & accruals	10	19,961		22,451	
Net current assets			11,036		5,268
Net assets			11,036		7,298
Funds					
Restricted funds	12		10,703		-
Unrestricted funds	13		333		7,298
			11,036		7,298

The notes on pages 14 to 18 form part of these financial statements.

These financial statements were approved by the Trustees and authorised for issue on 14 December 2021.



R.M. GOVENDER MBE
Trustee

Volition Community

Statement of Cash Flows for the year ended 31 December 2020

		2020 Total Funds £	2019 Total Funds £
	Notes		
Net cash (used)/provided by operating activities	14	(7,346)	2,425
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	2,512
Net cash used by investing activities		-	2,512
Change in cash and cash equivalents in the period		(7,346)	(87)
Cash and cash equivalents at the start of the financial year		12,025	12,112
Cash and equivalents at the end of the financial year		4,679	12,025

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2020

1. Accounting policies

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities SORP (FRS 102)" effective January 2019, applicable UK Accounting Standards and the Charities Act 2011. The particular accounting policies adopted by the Trustees are described below.

Judgements in applying accounting policies and key sources of estimation uncertainty

In preparing these financial statements, the Trustees have made judgements, the details of which are included in the following accounting policies:

Fund Accounting

Unrestricted general funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

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

Tangible fixed assets and depreciation

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment	-	50% on cost
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Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised in the statement of financial activities when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be met.

Direct Charitable 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 settlement will be required and the amount of the obligation can be measured or estimated reliably. All expenditure is accounted for on an accruals basis.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to the community in Manchester. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them including governance costs. Governance costs include the cost of independent examination, the cost of trustee meetings and the cost of preparing statutory accounts.

Pension Costs

The amounts charged to the statement of financial activity for its' defined contribution scheme represents the amount payable in the period.

Taxation

The charity is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly the charity is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the year.

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2020

2. Income

	Restricted funds £	Un- restricted funds £	2020 Total £	2019 Total
Income				
Donations - grants:				
Manchester City Council – Work Club	7,000	-	7,000	-
ESF Community Learning Grants	- 24,000	-	24,000	-
Manchester College – secondment	36,801	-	36,801	29,259
Rob Ferguson Fund	1,000	-	1,000	-
Procure Plus	-	5,000	5,000	13,000
The Skelton Charity – Bee Project	-	-	-	2,700
The Printworks – Bee Project	-	-	-	1,950
Other grants & donations	10,000	21,764	31,764	83,919
Other income	-	36,952	36,952	563
Total income	78,801	63,716	142,517	131,391

3. Expenditure

	Restricted funds £	Unrestricted funds £	2020 Total £	2019 Total £
Charitable activities				
Volunteer programme	68,098	39,833	107,931	93,303
Support costs	-	28,012	28,012	33,062
Governance costs	-	2,836	2,836	2,763
	68,098	70,681	138,779	129,128

4. Support Costs

Support costs including governance costs are charged to charitable expenditure and allocated between restricted and unrestricted funds based on the activities carried out in that year. There is no allocation of support costs to fundraising as it is considered that the costs are immaterial based on the time spent fundraising. The total support costs for the year amounted to £30,848 (2019 £35,825) and include postage, stationery, printing, professional fees, sundry expenses and independent examiner fees.

5. Information regarding Trustees

Two trustees received regular remuneration for professional services supplied to the charity. Mr J.E. Atherden charged £10,080 (2019 - £9,495) for accountancy and consultancy services in the year. Mr A.T. O'Connor was paid a salary of £15,600 (2019 - £15,600). The legal authority for these payments is set out in the governing document of the charity.

No travel expenses were claimed by a trustee in the year (2019 – None).

Volition Community

Notes forming part of the financial statements for the year ended 31 December 2020 *Continued*

6. Staff Costs

The Charity had five (2019 – four) employees in the year. There were no employees earning over £60,000 per annum.

	2020 £	2019 £
Wages & salaries	70,369	65,024
Social security costs	696	946
Pension costs	5,236	3,830
	<u>76,301</u>	<u>69,800</u>

The charity operates a defined contribution pension scheme for senior staff. During the year the employer's rate of pension contribution was 10% and no employee contribution was required. Three members of staff were included in the scheme (2019 – 3). The contributions outstanding at the period end amounted to £436 (2019 -£428).

7. Independent Examiners Remuneration

	2020 £	2019 £
Independent examiners remuneration	2,836	2,763
	<u>2,836</u>	<u>2,763</u>

8. Tangible fixed assets

	Computer Equipment £
Cost	
At 1 January 2020	4,963
Additions	-
At 31 December 2020	<u>4,963</u>
Depreciation	
At 1 January 2020	2,933
Charge for the year	2,030
At 31 December 2020	<u>4,963</u>
Net book value	
At 31 December 2020	-
At 31 December 2019	<u>2,030</u>

9. Debtors and prepayments

	2020 £	2019 £
Prepayments and accrued income	25,926	15,694
Gift Aid debtor	392	-
	<u>26,318</u>	<u>15,694</u>

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2020 *Continued*

10. Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	4,930	5,297
Manchester Cathedral	5,867	5,473
Taxation and social security	857	1,168
Pension contributions	436	428
Accruals & deferred income	7,871	10,085
	<u>19,961</u>	<u>22,451</u>

11. Analysis of net assets between funds

	Restricted funds	Unrestricted funds	Total funds
	£	£	£
Fund balances at 31 December 2020 as represented by:			
Tangible fixed assets	-	-	-
Net current assets	10,703	333	11,036
	<u>10,703</u>	<u>333</u>	<u>11,036</u>
Fund balances at 31 December 2019 as represented by:			
Tangible fixed assets	-	2,030	2,030
Net current assets	-	5,268	5,268
	<u>-</u>	<u>7,298</u>	<u>7,298</u>

12. Restricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Restricted funds 2020	-	78,801	68,098	-	10,703
Restricted funds 2019	-	43,909	43,909	-	-

Volition Community

Notes forming part of the financial statements for the period ended 31 December 2020 *Continued*

13. Unrestricted Funds

	Brought forward	Income	Expenditure	Transfer	Carried forward
	£	£	£	£	£
Unrestricted Funds 2020	7,298	63,716	70,681	-	333
Unrestricted Funds 2019	5,035	87,482	85,219	-	7,298

14. Cash flow

Reconciliation of net income to net cash flow from operating activities:	2020	2019
	£	£
Net movement in funds as per the statement of financial activities	3,738	2,263
Adjustments for:		
Depreciation charges	2,030	616
(Increase)/decrease in debtors	(10,624)	(7,427)
(Decrease)/Increase in creditors	(2,490)	6,973
Net cash (used)/provided by operating activities	(7,346)	2,425

15. Related party transactions

Transactions with Trustees are disclosed in Note 5.

Included within debtors is a grant of £7,500 (2019 - £10,000) due from Manchester Cathedral Visitor Centre in recognition of the work carried out by the Charity in promoting the visitor offer of the Cathedral Visitor Centre. R.M Govender is a trustee of both charities.

Also included within debtors is an amount of £Nil (2019 - £315) due from Manchester Cathedral Development Trust in respect of a donation received for Volition Community. R.M. Govender is a trustee of both charities.