

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

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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 £
Income from:	Notes						
Donations	2	98,030	106,714	204,744	89,053	60,562	149,615
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total income		98,030	106,714	204,744	89,053	60,562	149,615
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:	3						
Charitable activities		104,101	115,054	219,155	135,733	76,109	211,842
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		104,101	115,054	219,155	135,733	76,109	211,842
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Net (expenditure)		(6,071)	(8,340)	(14,411)	(46,680)	(15,547)	(62,227)
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
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
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Funds carried forward		6,776	5,718	12,494	12,847	14,058	26,905
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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
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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 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
	<hr/>	<hr/>	<hr/>
	104,101	115,054	219,155
	<hr/>	<hr/>	<hr/>

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
	<hr/>	<hr/>	<hr/>
	135,733	76,109	211,842
	<hr/>	<hr/>	<hr/>

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	
		<hr/>	<hr/>	
		20,013	16,873	
		<hr/>	<hr/>	
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	
		<hr/>	<hr/>	
		22,366	20,497	
		<hr/>	<hr/>	
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
		<hr/>	<hr/>	<hr/>
		6,776	5,718	12,494
		<hr/>	<hr/>	<hr/>
		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
		<hr/>	<hr/>	<hr/>
		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.