

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS FOR THE YEAR ENDED

31ST MARCH 2023

Charitable Incorporated Organisation

Number 1160482

**Gresham & Gale
14 Fountain Street
Guisborough
TS14 6PP**

INVESTING IN PEOPLE AND CULTURE

ACCOUNTS

YEAR ENDED 31 MARCH 2023

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INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

The Trustees present their report and the unaudited financial statements of the charity for the year ended 31st March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

ADMINISTRATIVE INFORMATION

CHARITY NUMBER

1160482

WORKING NAME

IPC

OPERATING ADDRESSES

The International Community Centre
7 Abingdon Road
Middlesbrough, TS1 2DP.

Unit 5, Cruddas Park Centre,
Westmorland Road,
Newcastle, NE4 7RW

TRUSTEES

Jama Jama	Chair
Mark Sutcliffe	Secretary
Afi Dometi	Treasurer (Retired 31/3/23)
Tanjong Tajocho	Trustee (Appointed 1/4/22)
John Nicholson Hinman	Trustee

INVESTING IN PEOPLE AND CULTURE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is run by trustees who have the overall responsibility for the organisation. IPC's trustees bring in a vast knowledge and experiences to support the organisation. They have both academic and years of professional experience in some key areas such as managing and running voluntary and community organisations, teaching and training, research skills, safeguarding children and vulnerable adults as well as two committee members who are from refugee backgrounds and can speak four different languages spoken by service users. The trustees seek professional advice when required.

The day to day management is delegated to a professional management team who work collaboratively to develop the business in line with trustees' wishes, and report regularly to trustees on operational progress and financial management.

Our trustees:

Jama Jama. Originally from Somalia, Jama has been involved with supporting refugees and asylum seekers in the north east for 10 years, as Chair of the Golis community Association and then Chair of the East African Support Group, and also as a trustee on the North of England Refugee Service.

Mark Sutcliffe studied Languages at Oxford University and the School of Slavonic Studies, UCL. Following this he worked for publisher Booth-Clibborn Editions (London), on their Russian and Iranian list, before moving back to the North-East as a freelance publisher and translator.

Afi Dometi is a founding director of Africawad Recycling CIC, a social enterprise creating jobs and volunteering opportunities for women in the North east and supporting girls education in Africa. Previously providing support to the Finance Director at North of England Refugee Service, she has excellent finance skills and experience.

John Hinman, until retiring in 2011, worked in policy and public affairs for the NSPCC, and as a member of the national consultancy team working in black and ethnic minority communities. He adapted safeguarding programmes for use by IPC with refugee parents and carers and initiated a project in Baghdad at the Central Children's Hospital and is working on projects against Trafficking and Exploitation.

Tanjong Tajocha, a member of the Association of Chartered Certified Accountants with over 15 years' experience in accountancy, tax and business consulting, is COO at Febe Associates, based in Gateshead.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

OBJECTIVES AND ACTIVITIES

The charitable objects as set out in the governing document are:

The promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position, by providing:

Education and training for refugees, asylum seekers and BME communities and their dependants in need thereof to advance in life and assist them to adopt within a new community

Social and recreational facilities and events involving the local community

Awareness-raising training and campaigns on the needs of people, refugees, asylum seekers and BME communities, to encourage service providers and institutions to adapt their services to meet the needs of these communities

Research into the effects and causes of social exclusion of refugees, asylum seekers and BME communities

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

Activities are being delivered within 3 operational themes:

Health & Wellbeing

Our projects are designed to steer people away from mental health difficulties, and prevent future escalations, by incorporating the NHS 5 steps to Wellbeing into our activities, helping people to CONNECT, BE ACTIVE, TAKE NOTICE, LEARN and GIVE. Many of our projects provide opportunities for healthy physical activity too.

Employment, Education and Training

We work in partnership to deliver employability services, we always ensure our clients are able to access the language support they need, and we provide new arrivals with living in the UK workshops. Barriers commonly faced by new migrants are childcare, language, qualifications recognition, work experience and cultural knowledge.

Cultural Integration

We frequently host community get-togethers, where local residents can meet with new migrants over a shared meal and learn a little about each other's lives. We also deliver presentations and workshops to professionals who need to engage with refugees, to help them deliver their services.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

Connections that underpin all our activities

Teesside professional network

Our work is focused on tailored support for individuals, taking time to understand the barriers they face and connecting them with people and organisations who can help remove those barriers. Sometimes this can be an individual mentor who will stand beside them, but more often we make use of our excellent connections with local organisations who can offer practical support, particularly in terms of employment opportunities and training.

We are particularly grateful for the ongoing support of Middlesbrough Environment City (MEC) who co-devise activities with us based on the needs of the beneficiaries; The Other Perspective (TOP), a non-profit organisation able to offer practical employment and training; and some local businesses who have listened to us regarding the issues affecting refugees and changed their approach to recruitment - making it much more likely that refugees will be employed.

Our Regional Manager, Bini Araia, has been instrumental in sourcing, developing and nurturing these relationships, and IPC now has an established route into employment for refugees that is unique and effective.

Our funded activities are very successful because of these connections and pathways that underpin everything we do.

Tyneside Capacity Building programme for Refugee Community Organisations. (RCOs)

Local conditions have dictated that we take a different approach in Tyneside, with a greater focus on supporting Refugee Community Organisations (RCOs) to build their services to their members and helping them toward sustainability as independent organisations. This is a long term programme for most RCOs, staying attached to IPC for many years as they experience high turnover in leadership personnel and so the training programme is ongoing. As part of this support we help develop the RCOs volunteer management policies so they can deliver more effective projects, and we also recruit and train at least one volunteer for IPC who will provide advice, guidance and information to beneficiaries within that refugee community under instruction and supervision of our Regional Manager, Sirak Hagos.

Through this process we are able to further build trust within different communities who know of IPC through our volunteers, and so we are able to recruit directly into other projects, e.g. our Sports volunteering, bypassing the usual hard to reach community barriers.

The Capacity Building programme is open to all RCOs who serve our beneficiaries and are committed to good practice.

We support them towards good governance, best practice (policy development), and sustainability. This involves a rolling programme of training for the managing committee which builds a depth of knowledge throughout the organisation.

Whilst on this programme we co-deliver activities through an IPC volunteer recruited from within the RCO.

This process widens our reach and strengthens our connection with beneficiary communities, and provides the foundation for all our project successes.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

ACHIEVEMENTS AND PERFORMANCE

During 2022-2023 we served 1,213 unique beneficiaries, as well as impacting on the well-being of many more through our capacity building programme for Refugee Community Organisations.

Project details

IPC operates a volunteer-led community hub for refugee, migrant and disadvantaged groups regionally (Middlesbrough and Newcastle), providing venues and support for Refugee Community Organisations (RCO) to serve their members. The hubs are a safe place for the beneficiary communities to meet, access training and advice. The hubs host various projects and activities during the day, and activities are also delivered off-site, frequently with partner organisations.

All these projects are better enabled by the connections that underpin our work, described earlier.

<u>Project</u>	<u>Description</u>
Friends without Borders	Friends without Borders asks residents to commit to being a local host to a socially isolated refugee who may have lived here for years, but has experienced little of what the place has to offer. Helps them practise their English, explore the area and shows them how they can have new, positive experiences cheaply and often for free. Small weekly acts of kindness, generosity and hospitality can transform lives.
Refugee Integration	Helping refugees integrate through improved language skills and cultural awareness to improve their chances of employment.
Football Integration Project	Weekly football sessions for young men, helping to reduce the offending rate in the local community and enabling improved self-esteem, confidence and respect for others.
Advice and Guidance	IPC continued to provide Information and Advice service on various issues including housing, education, employment, health, recreation and integration;
Sports Volunteering	Supported volunteering opportunities within sports groups; help for RCOs to establish their own sports activities.
Capacity Building for RCOs.	RCOs often act as a first point of contact, and a voice for refugees/migrants with the host community, local authorities, and other local service providers. IPC continued to build the capacities of these groups to run effectively.
RCO Resilience	Partnership work with RCOs, building their internal capacity to deliver more consistent, reliable and better informed services to their membership. Main points are volunteer recruitment and management, communication strategies, networking.
RCO Infrastructure support	Experienced project workers from refugee background supporting RCOs to stop the decline in groups that were previously stable, help them quickly get re-established, and also seek out new groups requiring support.

Community Growing, cooking, cycling and ESOL for Life	Engaged diverse members of our community to learn and share their skills, and to improve the mental and physical health of migrant communities in Middlesbrough whilst positively contributing to the local community.
Resettlement Programme for Overseas Doctors (REPOD)	Comprehensive package of support to refugee health professionals to re-engage in their profession in the UK. IPC provides tailored professional English (IELTS and OET) tuition and pastoral support through the qualification process, North Tees and Hartlepool NHS Trust provide volunteering, one-to-one mentoring, access to appropriate professional training and clinical attachments.
Migrant Professionals Programme	Supporting skilled professionals who are Asylum-seekers or Refugees, to enter UK employment, by providing tailored, intensive, technical English language qualification (IELTS and OET) and offering initial work-placements through partner organisations.
Martial Arts	Weekly activity sessions for young people from refugee and migrant communities aged 5-18. Professional coaches train and instruct, and IPC recruits and provides support for young people to attend.
Zumba	Weekly sessions for around 30 women.
Energy cost support	Identifying and supporting elderly members of our communities who are struggling with energy efficiency and energy costs.

FINANCIAL REVIEW

The income and expenditure account on page 11 shows the financial results for the year. The organisation has been able to maintain a balance in free reserves of £151,962.

RESERVES POLICY

It is the policy of the charity to maintain free reserves at a level which balances our objectives to develop and support services with our need to remain financially stable.

A minimum level of free reserves is defined as 6 months of unrestricted expenditure (core costs) plus 6 months' salary cost of permanent staff.

Based on 2023-24 projections our current reserves target is £50,000 in free reserves
 (Core o/h costs - £30,000 / 2 = £15,000 for 6 months)
 (Core salary costs - £70,000 / 2 = £35,000 for 6 months)

These free reserves may :

- maintain the organisation through difficult times, subsidising revenue costs, including staffing, as decided by the trustees.

- cover closedown costs, including staffing needs, as decided by the trustees, in the event of the charity being unable to continue.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31ST MARCH 2023

Trustees will also designate unrestricted funds to be used for anticipated medium term expenditure, including developing and piloting new interventions. This may be for capital or revenue expenditure and will be specified in the notes to the annual accounts. When designating funds trustees will need to consider the levels of reserves for purposes 1 & 2 above.

The level and designation of Reserves will be reported to trustees at each meeting.

The Finance Committee, with adequate consultation of the Board of Trustees, will regularly review the operation of this policy.

During 2022-23, our free reserves have grown from £114,941 to £151,962. This includes the sum of the total free reserves of £132,801 and the sum of the designated funds of £19,161 as listed below:

Emergency Fund	£3,163
Ukraine Salary	£793
Volunteering	£4,774
Befriending	£3,409
Cultural Fund	£7,022

Further to the designated funds above, for 2023-24 the Trustees have designated the following.

Management salary costs	£35,000
Staff redundancies	£5,000
Core cost budget	£30,000
Football project	£3,691

Thus we hold £59,110 in total free reserves and £92,852 in designated funds.

Approved by the Committee

Jama Jama



Chair

20/09/2023

Date

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2023

I report on the accounts of the charity for the year ended 31st March 2023 which are set out on pages 11 to 18.

Respective responsibilities of trustees and examiner

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

It is my responsibility to:

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

Basis of independent examiner's report

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2016.

(continued)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INVESTING IN PEOPLE AND CULTURE

YEAR ENDED 31 MARCH 2023

(continued)

In connection with my examination, no other matter except that referred to in the previous paragraph has come to my attention:

- 1 which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr J Gresham FCCA
14 Fountain Street
Guisborough
TS14 6HA

Gresham & Gale


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INVESTING IN PEOPLE AND CULTURE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £	2022 Total Funds £
INCOME					
Income from charitable activities					
Grants and donations	2	16,443	422,511	438,954	347,472
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total income		<u>16,443</u>	<u>422,511</u>	<u>438,954</u>	<u>347,472</u>
EXPENDITURE					
Expenditure on charitable activities	3	75,963	379,714	455,677	273,877
		<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total expenditure		<u>75,963</u>	<u>379,714</u>	<u>455,677</u>	<u>273,877</u>
Net movement in funds for the year		(59,520)	42,797	-16,723	73,585
Fund balances brought forward		114,941	238,670	353,611	280,026
Transfers between funds		<u>96,541</u>	<u>(96,541)</u>	<u>-</u>	<u>-</u>
FUND BALANCES CARRIED FORWARD		<u>151,962</u>	<u>184,926</u>	<u>336,888</u>	<u>353,611</u>

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BALANCE SHEET

31 MARCH 2023

	Note	£	2023	£	2022	£
CURRENT ASSETS						
Cash at Bank and in Hand		430,907			426,024	
Debtors (due within 12 months)	4	32,776			40,171	
CURRENT LIABILITIES						
Creditors & Accruals	5	(126,795)			(112,584)	
				336,888		353,611
NET ASSETS						
				336,888		353,611
FUNDS						
	6					
Unrestricted Funds						
-General Funds				151,962		114,941
Restricted Funds				184,926		238,670
				336,888		353,611

Approved by the trustees:



Jama Jama
Chair

20/09/2023
Date

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

1. Accounting Policies

- a) The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are the promotion of social inclusion for the public benefit among people who are refugees, asylum seekers and BME communities who are socially excluded on the grounds of their social and economic position.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Practice as it applies from 1 January 2015.

The charity has applied Update Bulletin 1 as published on 2 February 2016 and does not include a cash flow statement on the grounds that it is applying FRS 102 Section 1A.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The charity adopted SORP (FRS 102) in the current year but this has not affected the financial position or performance.

The accounts 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 the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

- b) Donations and legacies are received by way of donations and gifts and are included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.
- d) Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered and is allocated to the particular activity to which it relates.
- e) Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life at the following rates.

Computers	33%
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- f) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.
- g) Designated funds are unrestricted funds earmarked by the Board of Trustees for particular purposes.
- h) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, with a fair allocation of management and support costs.
- i) The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

2. INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Received in the year				
H.E.E.N.E REPOD 3 – 2019 Cohort	-	-	-	-
H.E.E.N.E REPOD 4 – 2020 Cohort	-	-	-	-
H.E.E.N.E REPOD 5 – 2021 Cohort	-	42	42	80,463
H.E.E.N.E REPOD 6 – 2022 Cohort	-	103,952	103,952	31,237
H.E.E.N.E REPOD 7 – 2023 Cohort	-	29,772	29,772	-
DWP Doctors	-	-	-	-
M Ind Age	-	20,000	20,000	-
BBC CiN	-	10,000	10,000	-
Mind Middlesbrough	-	5,195	5,195	-
ABC	-	-	-	-
N A4A 2023	-	9,980	9,980	-
Sport England Small Grant	-	-	-	6,180
Rothley Trust	-	-	-	900
Asylum Migration & Integration Fund	-	233,691	233,691	148,121
Ageing Better Middlesbrough	-	-	-	46,478
CAF Resilience Fund	-	-	-	1,000
Louise Coidan - Mental Health	-	-	-	860
Emergency Fund	1,459	-	1,459	1,866
Volunteering Fund	3,788	-	3,788	2,870
Befriending	5,000	-	5,000	500
Ukraine donations	-	9,879	9,879	5,520
Ukraine Salary	4,800	-	4,800	-
Sale of Minibus	-	-	-	16,000
General Funds	1,396	-	1,396	5,477
	<u>16,443</u>	<u>422,511</u>	<u>438,954</u>	<u>347,472</u>

INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2023

3. EXPENDITURE

	Main Activities £	Governance Costs £	2023 Total £	2022 Total £
Costs directly related to charitable activities				
Venue	41,285	-	41,285	11,425
ICT	7,339	-	7,339	2,676
Catering	2,295	-	2,295	2,012
Travel expenses	8,064	-	8,064	2,250
Utilities	754	-	754	1,178
Stationery	1,928	-	1,928	2,042
Insurance	361	-	361	1,273
Independent Examiner's fee	-	1,320	1,320	1,386
Sessional workers	43,492	-	43,492	32,925
Volunteers' expenses	3,516	-	3,516	868
Staff	204,197	-	204,197	175,372
Cleaning	3,220	-	3,220	2,185
Professional fees	48,377	-	48,377	5,218
Management Fees	8,196	-	8,196	3,780
Participant loans written off	-	-	-	612
Training	839	-	839	1,920
Advertising and promotion	3,360	-	3,360	-
Repairs	1,061	-	1,061	782
Dues & subscriptions	1,217	-	1,217	1,242
REPOD	74,648	-	74,648	22,707
Sundry purchases	208	-	208	134
Funds repaid	-	-	-	1,900
	<u>454,357</u>	<u>1,320</u>	<u>455,677</u>	<u>273,887</u>

4. DEBTORS

	2023 £	2022 £
Due within 12 months	3,224	1,835
Accrued income	29,552	38,336
	<u>32,776</u>	<u>40,171</u>

5. CREDITORS

	2023 £	2022 £
Deferred income	122,356	110,565
Other creditors and accruals	4,439	2,019
	<u>126,795</u>	<u>112,584</u>

INVESTING IN PEOPLE AND CULTURE
NOTES TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2023

6. MOVEMENT IN FUNDS	At 1 st				At 31st
	April 2022	Income	Expenditure	Transfers	March 2023
	£	£	£	£	£
Restricted Funds					
Middlesbrough Environment City	536	-	-	-	536
Health Education England NE REPOD 1 Grant	1,223	-	-	-	1,223
H.E.E.N.E REPOD 1 – 2017 Cohort	-	-	(462)	462	-
H.E.E.N.E REPOD 2 – 2018 Cohort	5,280	-	(595)	(4,685)	-
H.E.E.N.E REPOD 3 – 2019 Cohort	42,476	-	(586)	(41,890)	-
H.E.E.N.E REPOD 4 – 2020 Cohort	40,303	-	(25,572)	(14,731)	-
H.E.E.N.E REPOD 5 – 2021 Cohort	48,975	42	(43,605)	(5,412)	-
H.E.E.N.E REPOD 6 – 2022 Cohort	23,933	103,952	(89,830)	63,661	101,716
H.E.E.N.E REPOD 7 – 2023 Cohort	-	29,772	(9,138)	-	20,634
Community Foundation Durham - REPOD Laptops	4,247	-	-	-	4,247
CAF Resilience Fund	1,000	-	-	-	1,000
Sport England Small Grant	1,240	-	-	-	1,240
Ageing Better Middlesbrough	3,338	-	-	-	3,338
Teesside University	148	-	-	-	148
The Mercers' Company	3,249	-	-	-	3,249
Asylum Migration & Integration Fund	54,369	233,691	(194,114)	(93,946)	-
M ind Age	-	20,000	-	-	20,000
BBC CiN	-	10,000	-	-	10,000
Mind Middlesbrough	-	5,195	(150)	-	5,045
N A4A 2023	-	9,980	(5,455)	-	4,525
Louise Coidan - Mental Health	6,613	-	(450)	-	6,163
Ukraine donations	1,740	9,879	(9,757)	-	1,862
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total restricted funds	238,670	422,511	(379,714)	(96,541)	184,926
Unrestricted Funds					
Free Reserves	80,549	1,396	(12,353)	63,209	132,801
Core budget costs	12,443	-	(28,029)	15,586	-
Emergency Fund	2,263	1,459	(559)	-	3,163
Football	63	-	(11,309)	11,246	-
Ukraine salary	-	4,800	(4,007)	-	793
Befriending	2,000	5,000	(10,091)	6,500	3,409
Cultural Fund	15,737	-	(8,715)	-	7,022
Volunteering	1,886	3,788	(900)	-	4,774
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total funds	353,611	438,954	(455,677)	-	336,888
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

INVESTING IN PEOPLE AND CULTURE

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2023

7. EMPLOYEE EMOLUMENTS

The average number of employees during the year was 8. (2022: 8)

8. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted £	Restricted £	Total £
Net current assets	151,962	194,926	336,888
	<u>151,962</u>	<u>194,626</u>	<u>336,888</u>
	<u><u>151,962</u></u>	<u><u>194,626</u></u>	<u><u>336,888</u></u>

9. TRUSTEE TRANSACTIONS

No trustee received any remuneration or expenses during the year.