

Tribal Project
Trustees Annual Report 2022/23
Registered UK Charity 1161044

Contents:

Charity details	Page: 1
Trustees' report	Page: 2 - 11
Independent examiner's report	Page: 12 - 13
Receipts and Payments	Page: 14 - 15

CHARITY DETAILS

Trustees:

Mr. G. Marsh – Chair
Mrs. C. Williams – Treasurer
Mr. J. Atkinson – Secretary
Mr. D. Clarke – Trustee
Mr. D. Murphy – Trustee

Registered office:

15 Queens Road
Fulwood
Preston
PR2 3EA

Principle office:

The Annex
Plungington Community Centre
Brook Street
Preston
PR1 7NB

Independent examiner:

Mr. K.R. Carey FCA/ICAEW
Managing Director
Mcdade and Roberts Accountants
316 Blackpool Road
Fulwood
Preston
PR2 3AE

TRIBAL PROJECT TRUSTEES REPORT FOR THE YEAR **ENDED 31 MARCH 2023**

Reference and administrative details of the charity

The charity is registered with the Charity Commission with number 1161044.

The financial statements have been prepared in accordance with the accounting policies set out in 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.

The trustees who have served during the year are set out on page 1.

Structure, governance and management

The constitution of the organisation was adopted on 16th April 2014 and was last amended on 03rd March 2015.

Reporting to the Director, the charity has one part-time staff. Volunteers provide their time freely in a range of roles.

The trustees have examined the major strategic, business and operational risks which the charity faces and confirmed that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen the risks.

Trustees are recruited from the local communities which Tribal Project services, and as far as is practicable, recruitment is targeted to reflect both the skills that are needed and the diversity of the communities they serve. Induction training is provided to all trustees on appointment to familiarise them with the work of the organisation and to ensure that they can make an immediate contribution to its strategic management.

The charity applies salaries to all personnel commensurate with duties and that are consistent with the parameters of nationally agreed rates of pay. The Charity considers its key management personnel to be the Director.

Objectives and activities

The key objective of the charity throughout this period was to continue providing our vital services to substance misuse and associated mental health community within Preston and central Lancashire.

Tribal Project to remain accessible to anyone who needed our support with a desire to change.

Achievements and performance - Continuing to support our community.

Supported by The National Lottery Community Fund and Lloyds Bank Foundation for the past year, Tribal Project has continued to focus on meeting the needs of the individuals and communities we serve. We have witnessed an increased demand for our services and have adapted and expanded our offerings to ensure we address these needs effectively.

Tribal Project. Meeting our community's needs.

Substance Misuse Support:

As the largest independent substance misuse service in Lancashire, we have played a crucial role in providing comprehensive support to individuals struggling with substance misuse. We have seen a groundswell in self-referrals from local residents, indicating a growing recognition of the help and support we offer. By breaking down the stigma attached to substance misuse within the community, we have created an environment where individuals feel comfortable seeking assistance.

Enhanced Technological Connectivity:

Recognising the importance of effective communication, we have started utilising technology, particularly WhatsApp groups, to better connect with our service users. Our client and volunteer groups on WhatsApp have become popular platforms for sharing information efficiently. This has allowed us to engage with individuals more effectively and provide timely support and guidance.

Training and Education Advancements:

Our Training and Education program has made significant strides, thanks to partnerships with Lancs and Cumbria Teaching Hospital and Lancashire Adult Learning. We now offer a range of accredited courses throughout the year, including online options for self-paced learning. The success and demand for these courses have been remarkable, empowering individuals to gain valuable skills and knowledge for personal and professional growth.

Policy Review and Improvement:

Recognising the importance of robust employment policies, we initiated a comprehensive review of our existing policies with the support of an external consultant. This proactive measure ensures legal compliance, protects our staff, and avoids similar issues that arose due to the illness and redundancy of our director. The consultant has been tasked with identifying areas for improvement, developing new policies, and implementing best practices.

Staff Restructuring and Volunteer Support:

Following the illness and redundancy of our creative director, we implemented a new business structure that reflects these changes. The charity is now led by the Trustees and one director supported by four part-time staff, all of whom have successfully recovered through the Tribal Project. These staff members are further supported by four volunteers on a rolling program. This restructuring ensures the continuity of our services while providing opportunities for individuals to contribute to the organisation's mission.

Community Building through Social Events:

With the support of our dedicated volunteers, we have launched a new program of monthly social events. These events, funded by the Tribal Project, promote community cohesion and a sense of belonging among the individuals we serve. By fostering a supportive and inclusive environment, we encourage individuals to engage in positive social activities and build strong connections. The favourite event so far is definitely the bowling!

College Placements and Secondment:

We have collaborated with Preston College to offer college placements to individuals studying social sciences. These placements provide valuable experience and practical insights into the field of substance misuse support. Additionally, our volunteers were seconded by Lancs and Cumbria Teaching Hospital and Lancashire Adult Learning to provide anger management courses for young people in Preston who are dealing with substance misuse and mental health issues. These opportunities have allowed our volunteers to utilise their learning to benefit others in need.

Mentoring Support and Redundancy Process:

During the challenging period following the illness of our creative director, our service director received tremendous support from trustees, the community, funders, and stakeholders. An appointed mentor offered impartial advice and guidance, providing a safe space for the service director to express his emotions, concerns, and plans for the future. Additionally, with the agreement of all stakeholders, the redundancy of the creative director was handled professionally and sensitively, with appropriate advice sought to ensure fairness.

Celebrating Remarkable Achievements and Resilience: Highlights of Tribal Project's Successes

The past year has been a transformative journey for the Tribal Project, marked by resilience and unwavering determination. Despite facing challenges stemming from the sudden illness of our creative director, we have emerged stronger than ever, achieving significant successes that highlight our unwavering commitment to our mission. Here are the most remarkable accomplishments we have celebrated as a charity:

Steadfast Resilience:

Our ability to navigate through a troubled period with the illness of our creative director stands as a testament to the strength and resilience ingrained within the fabric of the Tribal Project. Despite the challenges, we persevered, demonstrating our unwavering dedication to serving the community and supporting individuals on their recovery journeys.

Community Recognition and Increased Respect:

Throughout the year, we have cemented our role as the largest independent substance misuse service in Lancashire. As a result, we have gained increased recognition and respect from the community and our peers. Our unwavering commitment to our mission has cultivated a deeper understanding of the work we do and the invaluable support we provide. This recognition has strengthened our position as a trusted and respected organisation within the community.

Breaking Down Stigma:

We have made significant strides in breaking down the stigma associated with substance misuse within the local community. By fostering open and honest conversations, promoting awareness campaigns, and implementing targeted initiatives, we have successfully challenged negative perceptions and created an environment of empathy and support. Our efforts have empowered individuals to seek help and support, leading to an increase in self-referrals from local residents.

Long-Term Funding:

One of our most substantial achievements has been securing three years of funding valued at £120,000 from the National Lottery Main Grants Fund. This financial support provides us with the stability and resources needed to continue delivering our vital services. The long-term funding enables us to plan strategically, expand our reach, and ensure sustainable growth for the future.

Expanded Services and Social Events:

With the support of our dedicated volunteers, we have expanded our services to include a "Fresh to Recovery" group, catering specifically to individuals at the early stages of their substance misuse recovery journey. Moreover, we have initiated a program of monthly social events, promoting community cohesion and fostering a sense of belonging. These initiatives demonstrate our commitment to holistic support and community engagement.

Reflecting on these remarkable successes, it is evident that the Tribal Project's ability to overcome adversity and remain steadfast in our mission is a testament to the resilience and determination of our team. We are immensely grateful for the unwavering support of our stakeholders and remain dedicated to delivering exceptional services, empowering individuals, and creating positive change in the lives of those affected by substance misuse.

Biggest Challenges Next Year

As we look ahead to the coming year, the Tribal Project anticipates several significant challenges that are commonly faced by charities across the United Kingdom. While we remain steadfast in our commitment to serving the community, we acknowledge the following key challenges that lie before us:

Financial Sustainability:

Like many charities, ensuring financial sustainability is a continuous challenge. As we strive to expand our services, develop new initiatives, and meet the increasing demand for support, securing adequate funding is crucial. We will need to navigate the competitive landscape of grant applications, explore diverse fundraising opportunities, and strengthen partnerships with potential sponsors and donors to sustain our operations.

Impact of Economic Uncertainty:

The ever-changing economic landscape poses an ongoing challenge for charitable organisations. Economic uncertainties, such as inflation, fluctuations in funding, and potential changes in policies, can significantly impact our financial stability and ability to deliver crucial services. We must remain agile and proactive in adapting our fundraising strategies and financial management practices to mitigate potential risks.

Increasing Demand for Services:

Substance misuse remains a pressing issue within our community, and the demand for our services continues to grow. However, the capacity to meet this rising demand poses a challenge. Balancing limited resources, staff capacity, and the need to maintain high-quality services requires careful planning and resource allocation. We will prioritise innovative approaches and strategic collaborations to maximise our impact and reach as many individuals in need as possible.

Regulatory Compliance and Governance:

Charities are subject to a complex regulatory framework and governance requirements. Ensuring compliance with legal and regulatory obligations, such as financial reporting, data protection, and safeguarding, is paramount. We will invest in robust governance structures, maintain open communication with regulators, and stay updated on any changes in legislation to ensure full compliance and maintain the trust of our stakeholders.

Looking forward.

Despite these challenges, Tribal Project is committed to finding innovative solutions, fostering strategic partnerships, and leveraging our strong community support to overcome obstacles and continue making a positive impact on the lives of those affected by substance misuse. With our dedicated team and the ongoing support of our stakeholders, we are confident in our ability to navigate these challenges and emerge stronger as a result.

To overcome the challenges, we face as a charity, Tribal Project would greatly benefit from the following key factors:

Enhanced Funding Opportunities:

Access to diverse and sustainable funding sources would significantly support our efforts in meeting the increasing demand for services and expanding our programs. This could include securing long-term partnerships with corporate sponsors, exploring innovative fundraising campaigns, and building relationships with philanthropic foundations that align with our mission. Additionally, increased government funding and grants specifically targeted at substance misuse services would greatly assist us in maintaining financial stability.

Collaboration and Partnerships:

Building strong collaborative partnerships with other organisations, both within the sector and across related fields, would enable us to leverage resources, share best practices, and enhance our collective impact. Collaborating with local authorities, healthcare providers, educational institutions, and community groups would not only expand our reach but also foster a comprehensive and integrated approach to tackling substance misuse.

Volunteer Recruitment and Retention:

Engaging and retaining a dedicated pool of volunteers is essential for the sustained growth and success of our charity. By actively promoting volunteer opportunities, providing comprehensive training and support, and recognising their invaluable contributions, we can attract passionate individuals who share our vision and provide additional capacity to deliver our services effectively.

Capacity Building and Professional Development:

Investing in the ongoing professional development of our staff and volunteers is crucial to ensure their skills remain current and aligned with the evolving needs of our beneficiaries. By offering training programs, workshops, and access to relevant resources, we can equip our team with the necessary tools and knowledge to address challenges, implement best practices, and deliver high-quality services.

Advocacy and Awareness Campaigns:

Increasing public awareness about substance misuse, its impact on individuals and communities, and the importance of prevention and support services is vital. By conducting targeted advocacy and awareness campaigns, we can help reduce stigma, change public perceptions, and garner greater support from the wider community. This, in turn, can lead to increased understanding, empathy, and resources to tackle the challenges associated with substance misuse.

Technology and Digital Innovation:

Embracing technology and leveraging digital platforms can significantly enhance our ability to connect with service users, streamline processes, and improve service delivery. Utilising secure communication channels, implementing online support programs, and leveraging data analytics can enable us to reach a wider audience, gather valuable insights, and optimise our resources efficiently. 2023 will see the launch of Tribal Project's new website which will enable people to access information easier and faster than before.

Continuous Evaluation and Adaptation:

Regular evaluation of our programs, services, and organisational practices is essential to identify areas for improvement, address emerging challenges, and seize new opportunities. By actively seeking feedback from service users, staff, and stakeholders, we can ensure that our strategies remain relevant, effective, and responsive to the evolving needs of the community. By addressing these key areas of support, Tribal Project can enhance its capacity to overcome challenges, sustain its operations, and continue making a positive difference in the lives of individuals affected by substance misuse. The collective efforts of funders, partners, volunteers, and the wider community are crucial in enabling us to navigate these challenges and achieve our mission of supporting recovery and fostering community well-being.

Safeguarding

Tribal Projects arrangements for safeguarding are effective.

Staff keep up to date with information about the dangers that clients may face. Therefore, staff are quick to spot the signs that clients may be at risk of harm. They report any concerns in a timely way. These concerns are acted upon promptly. Staff ensure that clients swiftly get the information and help that they need.

Clients learn about risks to their safety, and how to spot and avoid them. They seek help when they need it.

Grant funding was secured this year from:

TNL Awards for All

Lloyds Bank Foundation

Reserves policy

It is the policy of the charity to maintain sufficient funds to cover management and administration costs for a minimum of six months. At the end of this year 24 weeks costs were reserved.

2023/24 – Looking forward

Tribal Project will continue to be the best we can be for our often marginalised and overlooked community. We will continue to be an independent voice of people in recovery in central Lancashire.

We will continue to develop new, exciting and ground-breaking ways to make people's journey into substance misuse recovery, better physical and mental health easier and more enjoyable.

We will build new partnerships with organisations who share our ethos and develop those that we have created in the past.

With the support of an active, driven and caring board, staff and volunteers Tribal Project look forward to the next year with confidence and optimism.

This report was agreed by the Trustees on 11th August 2023 and signed on its behalf by:



Mr. G. Marsh - Chair



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Tribal Project

**On accounts for the year
ended**

31st March 2023

**Charity no
(if any)**

1161044

Set out on pages

14 & 15

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2022.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, 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 Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:

Date:

22/11/2023

Name:

Kevin Ronald Carey BA (Hons) FCA

**Relevant professional
qualification(s) or body
(if any):**

ICAEW

Address:

McDade Roberts Accountants Limited.

316, Blackpool Road, Fulwood, Preston

PR2 3AE

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

None



CHARITY COMMISSION
FOR ENGLAND AND WALES

Tribal Projects

No (if any)

Receipts and payments accounts

CC16a

For the period
from

Period start date
01/04/2022

To

Period end date
31/03/2023

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grant Income	27,250	-	-	27,250	69,446
HMRC Furlough	-	-	-	-	12,404
Donation	6,277	-	-	6,277	1,576
Refunds	5	-	-	5	75
National Lottery	50,000	-	-	50,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	83,532	-	-	83,532	83,501
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	83,532	-	-	83,532	83,501
A3 Payments					
Administration	1,682	-	-	1,682	1,722
Wages	70,222	-	-	70,222	63,892
Travel etc	1,338	-	-	1,338	812
Sundry	1,415	-	-	1,415	1,224
Rent	5,000	-	-	5,000	4,800
Insurance	199	-	-	199	-
Professional Fees	1,288	-	-	1,288	1,346
Computers etc	448	-	-	448	-
Bank Charges	61	-	-	61	16
Sub total	81,653	-	-	81,653	73,813
A4 Asset and investment purchases, (see table)					
Computer Equipment	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	81,653	-	-	81,653	73,813
Net of receipts/(payments)	1,879	-	-	1,879	9,688
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	45,668	-	-	45,668	35,980
Cash funds this year end	47,547	-	-	47,547	45,668

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account	47,547	-	-
	Cash Account		-	-
		-	-	-
	Total cash funds	47,547	-	-
	(agree balances with receipts and payments account(s))			
		OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	