

Impelo

England & Wales · Charity number 1161515

Details

Other names	POWYS DANCE, Impelo
Status	Registered
Legal form	CIO
Registered	2015-05-01
Register	View on the Charity Commission register

Contact

Address	Impelo The Dance Centre Arlais Road Llandrindod Wells LD1 5HE
Phone	01597824370
Email	hello@impelo.org.uk
Website	www.impelo.org.uk

Activities

Objects: TO ADVANCE EDUCATION AND ARTS AND CULTURE IN THE ART FORM OF DANCE, PRIMARILY THROUGH PERFORMANCES, EVENTS, WORKSHOPS AND INSTRUCTED SESSIONS

Activities: Working across age ranges, social backgrounds and abilities we hope to inspire more people to enjoy participating in dance. We are a community and education-based dance company who believes that dance is an exciting and accessible art form that inspires creativity and joy, stimulates learning and has deep routed health benefits that extend beyond fitness into holistic wellbeing.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, Arts/culture/heritage/science, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Powys

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£260,817	£212,118	-	-
2024-03-31	£268,112	£278,632	-	-
2023-03-31	£245,884	£270,394	-	-
2022-03-31	£198,973	£234,837	-	-
2021-03-31	£224,345	£175,967	-	-

Trustees

Name	Role	Appointed
David Petty		2024-12-16
Jenni Barbieri		2025-08-12
Nia Llewelyn James		2025-02-19
Rosemary Ellen Watt		2025-02-19

Impelo

England & Wales - Charity number 1161515

Accounts



Impelo
Report & Unaudited Financial Statements
31st March 2025

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Reference and Administrative Details

For the year ended 31st March 2025

Charity Number	1161515
Registered Office	The Dance Centre Arlais Road Llandrindod Wells Powys LD1 5HE
Trustees	The Trustees who served during the year and up to the date of this report were as follows: April – Dec 2024 J O Adams C Jones D Kerlin (Chair to Dec '24) R Liggitt R Lloyd M Townsend Dec 2024 onwards V Holloway (Chair from Jan '24) D Petty L Thomas Feb 2025 onwards N L James A Thompson R Watt J Barbieri (shadow board)
Key Management Personnel	Suzy West – Executive Director (up to Dec '24) Jemma Thomas – Artistic Director (up to Dec '24) Bethan Cooper – Convenor (from Jan '25)
Independent Examiner	Davina Hutchinson ACMA Garden Cottage Brynwern Hall Llanfihangel Brynpabuan Builth Wells LD2 3SE

Report of the Trustees

For the year ended 31st March 2025

The Trustees present their annual report together with the Financial Statements of the charity for the year ended 31st March 2025.

The Reference and Administrative Details above form part of this report. The Financial Statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice – Accounting and Report by Charities (effective from January 2019).

Objectives and Activities

Impelo is a charitable organisation that seeks to share the transformational power of dance as far and wide as possible, connecting people of all ages and ways of life in joyful expression.

Everybody dancing – for themselves, each other and a better life.

Public Benefit

In shaping the objectives and planning the activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit, including guidance on fee charging. The charity relies on grants, commissions, donations and income from fees, merchandise and charges to cover its operating costs.

In setting the level of fees, ticket prices, and other charges the trustees give consideration to accessibility to activities for those on low incomes; this has been increasingly important in the context of the cost of living, which has disproportionately impacted rural communities. During the year, Impelo worked with funders, grantmakers and partner organisations to increase the number of free participation opportunities available.

Our key strategic aims prioritise work focusing on positive outcomes for communities in the areas of:

- ★ Health and wellbeing
- ★ Inclusion, diversity and talent
- ★ Creative learning

These public benefits are achieved through:

- Talent development; investing in and advocating for aspiring, emerging and established dancers
- Community projects; co-produced opportunities for and with children and young people, families, disabled adults and older people – especially those experiencing marginalisation, poor mental and physical health, and isolation
- Educational programmes in schools, facilitating rich learning opportunities through quality professional dance, interactions with diverse dancers, and training for educators

2024/2025 Objectives and Activities

2024/25 was a significant and transitional year for Impelo. The loss of multi-year revenue funding in the Arts Council Wales 2023 Investment Review had a significant impact on organisational capacity. As one of several arts organisations in Wales affected (including half of those in Powys and the majority of community dance organisations) this decision required Impelo to reimagine the financial model that had previously enabled stable staffing, subsidised a regular programme and provided match investment.

This period of re-visioning started in 2023/24 and continued into 2024/25. During this time, Trustees (all of whom changed early in 2025 during the move to an association model) and staff refocused on core strengths, clarified the organisation's vision and explored new models for financial sustainability.

Historically, Impelo averaged approximately 12,500 participations annually. In transitioning out of core funding, the organisation recognised the need to do less, better. In April 2024 Impelo paused its Dance Centre programme and sold the building to reduce costs while Trustees considered future venue needs. The weekly programme was suspended as part of the transition away from core-funded delivery. Impelo instead focused on a smaller, targeted programme of activity aligned with its charitable purposes.

A planned "pause period" ran from April to August 2024. With a skeleton team of two directors, Impelo reduced outward-facing delivery in order to stabilise the organisation, reduce costs and focus on remodelling its business plan. During this period, the organisation prioritised research and development activity, including extensive consultation and a residency programme from June – October 2024 supporting ten artists to develop practice in key priority areas, alongside testing and learning with community groups.

This work informed a new vision, operating model and strategic priorities, enabling Impelo to transition to a project-based approach and begin delivering sustainable, community-centred projects from September 2024 onwards, including schools-based projects delivered in Autumn 2024 and Spring 2025.

During 2024/25, Impelo's strategic aims were to:

- ★ Future proof the organisation by ensuring skeleton staff and dance practitioners are retained, trained & supported to work in a sustainable, collaborative and place-centred way
- ★ Ensure survival and future sustainability by developing areas of strength with the greatest potential for financial return
- ★ Transition from a Foundation CIO to an Association CIO, building a membership of stakeholders (including dancers and/or members of the community) and actively attracting new trustees.
- ★ Advance inclusion, diversity and talent development by developing income generating programme areas with scalable potential
- ★ Safeguard a future home in the Dance Centre as a 'hub' for co-creation, community engagement and local participation

Impelo Projects and Programmes

Impelo recognises that a diversity of ideas, cultures, lived experiences, and perspectives is essential to creating transformative dance experiences and supporting innovation and creativity.

“Community and people are vital to the work of Impelo, united as one culture and one voice. The ethos behind Impelo is very much a bringing together, leadership and convening role, with the vision to develop its membership of dancers to become future leaders of the organisation.”

A key element in reaching communities facing the greatest challenges was the development of new and existing partnerships. These partnerships increased reach and strengthened practice through co-produced work with targeted communities.

Partnerships

During the year, Impelo worked in partnership with:

- MNPMind to oversee 2 capital programmes, develop a partnership and collaborate on the re-development of the Dance Centre
- Powys Sports Development to deliver schools and early years projects, and consult on and deliver the Bach a lach programme supported by Public Health Wales
- Brecon High School, Ysgol Penmaes, Rhayader Cylch Meithrin, Ysgol Trefonnen, Ysgol Calon Cymru – Llandrindod Campus, Newtown High School and Gwernyfed High School through 2 schools programmes
- 45 Freelance Artists across disciplines and programmes
- Shropshire Inclusive Dance, Humans Move, Wisp Dance Club, Humans Move, Flying START, Early Years Wales, People Dancing and freelance artists across Wales through a residency programme
- Ballet Cymru to deliver high quality dance provision and create talent pathways through the Duets programme
- The Glanio Collective to develop a low-carbon delivery toolkit that also supports artist wellbeing
- Amy Dalton-Hardy Consultancy for change management, organisational transition, governance and one to one mentoring
- Powys County Council through the Shared Prosperity Fund to deliver schools programmes, extend the residency programme, funder and partner support
- Fresh Seed HR & OD consultancy to develop inclusive and supportive systems for working with neurodivergent individuals within the creative sector
- Elizabeth Lawal (from Zed) for co-visioning support and staffing model development
- Plas Cae Crwn Care Home through a dementia ward residency
- Carmarthenshire and Ceredigion County Councils to design and deliver digital education platforms
- ‘We are Frilly’ to develop an evaluation toolkit for impactful and artistically ambitious projects and programmes

Activity Summary

Project delivery

- ❖ 20 sessions of *Me, Myself and Us*, a weekly dance programme for learning disabled adults, reaching 443 participations
- ❖ 24 dance-in-the-curriculum sessions for 89 children and young people in *Test & Develop*
- ❖ 8 dance for wellbeing sessions through Phase 1 of the *Cysylltiadau / Connections* secondary schools programme
- ❖ Online premiere of '*Epynt*', a bilingual film developed from a co-produced performance project with schools and communities exploring the lives of Welsh speaking farming families on Epynt and the impact of their displacement 81 years ago, on the language and culture of the area – gaining over 1.4k views

Research, Development and Sector Support

- ❖ 6 month action research residency supporting 10 freelance artists to develop their practice in the areas of: older adults, disabled and neurodivergent adults and under 4s.
- ❖ RAD Symposium – 1 peer sharing day supporting sector learning and reflection
- ❖ Research and development for Glanio collective – an artist led project exploring creative responses to climate emergency and potential adapted models of production and touring

Artist Development and Workforce Support

- ❖ 30 mentoring sessions connecting freelance artists with peers
- ❖ 13 networking and training events for Y Nyth (artist development strand)
- ❖ 9 company classes
- ❖ 7 CPD sessions
- ❖ 30+ hours of free studio access for artists
- ❖ 12 one-to-one sessions offering practice or creative business development support for dancers

Future Planning

The process of reimagining Impelo's business and operational model began in 2023/24 and continued into 2024/25. Despite the loss of core funding, the charity remained committed to addressing inequalities within its community, expanding its environmental initiatives, growing Welsh language provision and supporting professional and leadership development for rurally based dancers.

Impelo took immediate action during the year to ensure future sustainability. This included staff redundancies and negotiations with Mid and North Powys Mind to sell the Dance Centre building and lease back the studio space, with the intention of co-locating the two charities within a Mind and Movement Centre. As part of this transition, the charity has continued to manage community and partner expectations as the overall volume of delivery has reduced.

During the year, Impelo undertook market testing of new ways of working in order to identify viable income-generating and fundraising opportunities. Projects such as the RAD Residency programme laid important groundwork by identifying areas of greatest impact in Powys through collaborative, community-based models of practice. These insights will inform the development and scaling of future projects and programmes from

2025/26 onwards.

Balancing this new operational reality with continued commitments to addressing inequalities (health, economic, educational, artistic), alongside environmental priorities, has required time and space to co-design, scope and structure a new organisational model. In December 2024, Impelo secured funding for core costs until the end of 2025 through the Arts Council of Wales' Jobs Resilience & Protection Fund, providing essential stability during this transition period and into 2025/26.

Between January and March 2025, Impelo tested a new leadership model following the departure of the previous two Directors. The embedding of a more collective, distributed leadership structure will continue to be tested and refined throughout the 2025/26 financial year as the organisation works with its newly appointed Board of Trustees.

Looking ahead to 2025/26 Impelo will:

- Continue to strengthen governance through regular training, ongoing risk monitoring and the development of stronger relationships between the board, artists and communities, embedding the new membership-based governance structure
- Co-produce socially engaged projects and programmes that address inequalities in Powys, particularly in intergenerational work, children and young people, early years, artist development and creative learning
- Develop a timetable of activities and commercial hires once the Dance Centre reopens, establishing it as a central hub for community engagement and positioning it to attract increased investment from key stakeholders

Appointment of Trustees

The maximum number of charity trustees is 12. Trustees serve for a maximum term of nine years and are elected on renewable terms of between 2 and 4 years to ensure continuity and the right mix of skills as the organisation grows.

During the year 2024/25 Impelo transitioned from a CIO Foundation to a CIO Association. This change enabled members to elect trustees, strengthened democratic participation, and aligned governance with the organisation's new collaborative, membership-focused direction.

In December 2024, all serving Trustees stepped down, co-opting and three new Trustees were co-opted: David Petty, Lianne Thomas and Vikki Holloway (Chair). A further four Trustees were appointed on a shadow basis during the interim period, prior to the Charity Commission approving the change to Association CIO status in January 2025.

In February 2025, Abbi Thompson, Nia Llewelyn James and Rosemary Watt were elected and appointed as Trustees. Jenni Barbieri continued to serve as shadow board member. Lianne Thomas resigned from the Board in order to support Impelo in a more operational capacity.

The Board audits the skills and contributions of its Trustees biannually. It identifies and recruits new trustees openly through public advertisement and, where appropriate, through direct approaches to address identified skill gaps or vacancies.

Impelo actively seeks, and has been successful in, appointing trustees from diverse backgrounds. From April – December 2024 the Board comprised 7 Trustees. 4 identified

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as female and 3 as male, 4 were under 40 years of age and 3 between 40 and 60 years old. 1 as queer, 2 as Welsh speakers, 6 as white British and 1 as British Asian, 3 as living with a disability or health condition. From February 2025 the Board comprised 6 Trustees. 1 as Welsh speaker, 2 as Welsh learners, 1 as living with a disability or health condition.

Prior to January 2025 (and the shift in governance) applications from potential Trustees were reviewed by the Board and appointments could be made during the year to fill vacancies, subject to Trustee agreement.

Trustee Induction and Training

New Trustees received briefings on the history of the company, the Governing Document, Board roles and decision-making processes, the business plan and recent financial performance. Trustees also received a formal induction on their legal obligations under charity law.

Organisation

The Board of Trustees determines the long-term objectives of the charity and met quarterly.

April – December 2024

For quarters one, two and three of 2024/2025 the Board operated with one committee with Terms of Reference delegating scrutiny to a Finance committee who are responsible for making recommendations to the Board of Trustees on financial matters. The Board also maintained health, employment and wellbeing Committees, although no matters delegated to these committees during 2024/2025.

The Board delegated artistic, administrative and operational responsibilities to executive officers (artistic and executive directors). All staff were made redundant on 31st March 2024 with the Artistic (Jemma Thomas) and Executive (Suzy West) Directors taking on freelance roles to lead on business transformation and organisational transition.

Impelo worked with a pool of experienced freelance dance practitioners and creatives, contracting individuals on a project basis. During 2024/2025, Impelo engaged 45 freelance practitioners, reflecting the organisation's shift towards an agency and membership-based model.

January – March 2025

From January 2025, a new staffing model was introduced to support the delivery and coordination of Impelo's work. This consisted of one Convenor and three Coordinators to responsible for artistic, administrative and operational functions:

Convenor: Bethan Cooper (part-time)

Coordinator – Children & Young People: Clara Rust (part-time)

Coordinator – Neighbourhood & Intergenerational: India Sutton (part-time)

Coordinator – Y Nyth (Artist) Development: Christiane Stroubakis (part-time)

These roles were engaged on a freelance basis during 2024/25, with the intention of transitioning to employed positions during 2025/26.

Risk Management

Impelo, in common with all charities, faced a range of risks across its activities. During the reporting period, risk assessment was embedded within the organisation, including the incorporation of contingencies within budgets, and the requirement that all activities were risk assessed.

In accordance with good practice guidelines from the Charity Commission, Trustees identified, assessed and monitored risks across the following areas: People, Operations, Compliance, Financial and Reputational.

The Trustees' risk management strategy included an annual internal control review and, in line with Charity Commission guidelines, the establishment of policies, systems and procedures to mitigate identified risks arising from annual review, delegated responsibility for compliance-related risks to compliance, and the use of management accounting systems to identify and manage key financial risks.

The principal risks faced during the year included financial sustainability following the loss of multi-year funding, the loss of key personnel, and the challenge of embedding a new business and governance model. Trustees monitored risk through regular Board meetings, scenario planning, and oversight of the transition strategy supported by external consultants. The move to a freelance staffing model and diversification of income streams reduced fixed cost exposure and increased organisational agility.

Finances

Impelo's financial performance for the financial year 24/25 resulted in a surplus of £48,699.00, with total income reaching £260,817.00 and total expenditure falling to £212,118.

Income was primarily derived from grants, donations, and profit from the sale of the Dance Centre Building. Key sources of grant funding included ACW Transition Funding, ACW Create, Shared Prosperity Fund (UK Levelling Up), and the ACW Jobs Protection & Resilience Fund. Earned income from charitable activities was less compared to prior years due to decreased programme delivery during the transition period.

The significant reduction in total expenditure was largely attributable to the pause in delivery from April to September 2024 and the closure of the Dance Centre. Core activity costs covered project delivery, freelance fees, governance, professional fees, and transition costs. Redundancy costs related to staff roles ending on 31 March 2024 were also reflected in the financial statements.

The surplus achieved during the year resulted from a combination of reduced operating costs, the sale of the Dance Centre building, and successful grant income generation throughout the transition.

As part of its risk management strategy, Impelo had reduced its reliance on Arts Council funding from 71% of its total in 2019 to 38% in 2023 through diversification of commissioned, fundraised and earned income. Arts Council Wales, however, provided valuable financial support in 2024/25 to aid transition out of the portfolio through the 'Transition' grant. The ACW Create grant funded socially engaged residencies for 10 artists developing their practice with older adults, under 4s and disabled adults.

Towards the end of the year, Impelo received £55,615.00 from the Arts Council of Wales' Jobs Protection and Resilience fund. This funding was dedicated to core costs to support the embedding of the new staffing and governance model from January 2025. The fund extends until December 2025, providing essential time for the new team to fully implement the business plan and launch 'Impelo 2.0'.

The fifth year of partnership with Sport Powys enabled Impelo to evaluate and refine programmes together and this strong working relationship will continue into the new financial year to respond to the increased mental health issues in children and young people.

Funding from the UK Levelling Up Shared Prosperity Fund was instrumental in supporting Impelo through the expansion of the RAD residency programme. This included a 'Testing' phase, bringing artists into community groups and spaces to apply the insights and learning from the earlier residency. This funding also supported business planning and operational development, increasing our operational resilience and fundraising capacity.

Freelance artists remained central to Impelo's work. Expenditure on freelance artists increased from £113,099 in 2023/24 to £194,056 in 2024/25, reflecting a broader range of opportunities. The accounts show a total of £0 on core staff costs due to key management personnel working on Freelance contracts during the transition period, as opposed to salaried positions. These costs were included in the 'Core Activity' expenditure of £194,056.

In December 2024 the previous Board approved a budget covering the period January–December 2025, based on the transitional model and anticipated programme activity. Following the transition to a new Board in early 2025, the budget was reviewed and reprofiled to reflect revised organisational priorities and staff training needs. This included updates to certain expenditure lines agreed by the new Board in March and formally approved in April 2025.

Impelo's future sustainability is assured by several factors: a growing track record of successful projects, especially in health, learning, and artistic development; the potential for new commissioned work to increase income; and an entrepreneurial approach to monetising key areas.

Reserves Policy

Following the loss of multi-year funding from Arts Council of Wales, the previous board agreed radical changes to the organisation's operations including the sale of the Dance Centre and the redundancy of all staff. Impelo continued to work in a highly competitive funding environment while rebuilding its impact and sustainability.

Retaining a professionally equipped dance space was identified by dancers and communities in consultation as central to Impelo's public benefit and the 25-28 plan therefore positioned the studio as a core asset within the organisation's neighbourhood-based approach, providing both community benefit and unrestricted income.

In November 2024, Impelo adopted a new reserves policy.

The Reserves Policy took into account the following:

- The increased risk of the Charity winding up with the loss of multi year funding
- The need for time to operationalise the new business model before fundable/commissionable programmes are developed
- A commitment to ensuring that the lease costs for the studio are protected to ensure a dance space for the community into the future.
- A strategic approach to the reinvestment of the building sale value of £128,000 into supporting a strong future for the Charity

Trustees agreed to designate remaining reserves as follows:

General Fund reserves – £40,991 based upon 3 months of 2024/2025 pre loss of multi year funding budget

Specific Reserves

Impelo also agreed surplus funds to be held in reserve as designated funds to deliver Impelo's Charitable objectives as we transition to the new model. To do this the following reserves have been established:

- Lease Costs – £34,500 (covering 5 years at £6,900)
- Investment in embedding the new business model – including staffing, CPD and match funding – £30,000
- Sustainability Reserve – £22,509 plus additional general funds carried over – by sustainability we mean that we have a) diversified income portfolio b) programmes and products which can secure future revenue and profile c) increased the CIO's reserves d) initiatives which save money in the longer term. This fund should be used to achieve this – investing in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas. It is recommended that this money is retained until 2025/2026

Statement of Responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare Financial Statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those Financial Statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently; • Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the Financial Statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution.

The Trustees 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. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity are not required to contribute to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Approved by the Trustees on: (date)

Signed on their behalf by: (1 trustee to sign)

	Rosie Watt Trustee 26/01/2026
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(name, position)

Independent Examiner's Report to the Trustees of Impelo

For the year ended 31st March 2025

I report to the Trustees on my examination of the accounts of Impelo (the CIO) for the year ended 31st March 2025.

Respective Responsibilities of Trustees and Examiner

As the 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").

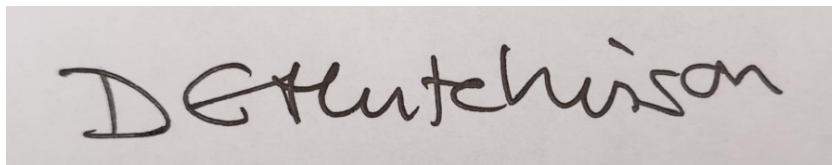
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 that in any material respect:

- Accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- The accounts do not accord with those records; or
- The accounts do not comply with the applicable 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.

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.

A photograph of a handwritten signature in black ink on a light-colored background. The signature reads 'D Hutchinson' in a cursive, slightly stylized script.

Date:

Davina Hutchinson ACMA
Garden Cottage
Brynwern Hall
Llanfihangel Brynpabuan
Builth Wells LD2 3SE

Charity no: 1161515

Statement of Financial Activities

For the year ended 31st March 2025

	Restricted £	Unrestricted £	2025 Total £	2024 Total £
Income from				
Donations ²	55,615	175	55,790	127,004
Charitable activities ³	181,383	9,432	190,815	141,008
Profit from sale of building	-	14,112	14,112	-
Investments	-	100	100	100
	-----	-----	-----	-----
Total income	236,998	23,819	260,817	268,112
	-----	-----	-----	-----
Expenditure on				
Raising funds	-	1,039	1,039	9,720
Charitable activities	208,034	3,045	211,079	268,912
	-----	-----	-----	-----
Total expenditure⁵	208,034	4,084	212,118	278,632
	-----	-----	-----	-----
Net income/(expenditure)	28,964	19,735	48,699	(10,520)
	-----	-----	-----	-----
Transfers between funds	(3,540)	3,540	-	-
	-----	-----	-----	-----
Net movement in funds⁶	25,424	23,275	48,699	(10,520)
Reconciliation of funds				
Total funds brought forward	18,165	202,094	220,259	230,779
	-----	-----	-----	-----
Total funds carried forward	43,589	225,369	268,958	220,259
	=====	=====	=====	=====

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in the notes to the accounts.

Statement of Assets and Liabilities

For the year ended 31st March 2025

	2025 £	2024 £
Fixed Assets		
Tangible assets ⁹	-	113,887
	-----	-----
Current Assets		
Debtors ¹⁰	9,345	12,547
Cash at bank and in hand	260,153	97,180
	-----	-----
	269,498	109,727
Liabilities		
Creditors: amounts falling due within 1 year ¹¹	540	3,355
	-----	-----
Net Current Assets	268,958	106,372
	-----	-----
Net Assets ¹²	268,958	220,259
	=====	=====
Funds ¹³		
Restricted funds	43,589	18,165
<i>Unrestricted funds:</i>		
Designated funds	13,224	13,224
General funds	212,145	188,870
	-----	-----
Total Charity Funds	268,958	220,259
	=====	=====

Approved by the Trustees on _____ and signed on their behalf by:

	Rosie Watt Trustee 26/01/2026
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Chair of Trustees

Notes to the Financial Statements

For the year ended 31st March 2025

1

Accounting Policies

a Basis of preparation

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable in charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Impelo meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from commissions, or fees, is recognised when earned and is deferred when received in advance.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time occupied by each activity as follows:

Raising funds 7.3%

Charitable activities 92.7%

i Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment – 4 years

Buildings – 50 years

Freehold land – not depreciated

Items of equipment are capitalised where the purchase price exceeds £500.

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

2 Income from Donations

	2025 Total	2024 Total
	£	£
Donations	175	-
Grants	55,615	127,004
	-----	-----
Total income from donations	55,790	127,004
	=====	=====

All income from donations was unrestricted in the current and prior year.

3 Income from Charitable Activities

	Restricted	Unrestricted	2025 Total	2024 Total
	£	£	£	£
Grants	181,383	1,200	182,583	79,418
Venue hire	-	-	-	5,354
Production income	-	(187)	(187)	842
Participant fees	-	179	179	19,100
Commissions	-	8,240	8,240	36,294
	-----	-----	-----	-----
Total income from charitable activities	181,383	9,432	190,815	141,008
	=====	=====	=====	=====
Total 2024	79,418	61,590		
	=====	=====		

4 Government Grants

The charity receives government grants, defined as funding from Powys County Council and Arts Council of Wales to fund charitable activities. The total value of such grants in the period ending 31st March 2025 was £238,198. There are no unfulfilled conditions or contingencies attaching to these grants in either year.

5 Total Expenditure

	Raising Funds	Charitable Activities	Supporting & Governance Costs	Total 2025	Total 2024
	£	£	£	£	£
Staff costs ⁷	-	-	-	-	114,600
Other staff costs	-	-	-	-	12
Core activity	-	194,056	-	194,056	129,030
Premises & maintenance	564	9,027	1,693	11,284	24,998
Administration	-	1,150	4,601	5,752	5,703
Governance	-	-	1,027	1,027	997
Merchandise	-	-	-	-	230
Depreciation	-	-	-	-	3,062
Sub total	564	204,234	7,321	212,119	278,632
Allocation of support & governance costs	475	6,845	(7,321)	-	-
Total expenditure	1,039	211,079	-	212,119	278,632
	=====	=====	=====	=====	=====
<i>Total 2024</i>	<i>9,720</i>	<i>268,912</i>			

Total governance costs were £ (2024 £907).

6 Net Movement in Funds – this is stated after charging:

	2025	2024
	£	£
Depreciation	-	3,062
Profit on disposal of fixed assets	(14,112)	-
Operating lease payments	-	-
Trustees' remuneration	-	-
Trustees' reimbursed expenses	25	-
Independent examiner's remuneration	500	500
	=====	=====

7 Staff Costs and Numbers – staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	-	110,268
Social security costs	-	2,128
Pension costs	-	2,204
	-----	-----
	-	114,600
	=====	=====

No employee earned more than £60,000 during the year. The above figures including redundancy payments totalling £nil (2024 £10,505).

The key management personnel of the charity comprise the Trustees, Executive Director and Artistic Director. The total employee benefits of the key management personnel were £nil (2024 £74,437).

	2025	2024
	£	£
Average head count (all staff are part-time)	-	7.00
	=====	=====

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible Fixed Assets

	Land and Buildings £	Computer Equipment £	Total £
Cost			
At 1 st April 2024	117,410	4,635	122,045
Additions in year	-	-	-
Disposals in year	(117,410)	-	(117,410)
	-----	-----	-----
	-	4,635	4,635
	-----	-----	-----
Depreciation			
At 1 st April 2024	3,522	4,635	8,157
Charge for year	-	-	-
On disposals	(3,522)	-	(3,522)
	-----	-----	-----
	-	-	4,635
Net Book Value			
At 31 st March 2025	-	-	-
	=====	=====	=====
At 31 st March 2024	113,887	-	113,887
	=====	=====	=====

10 Debtors

	2025 £	2024 £
Trade debtors	9,345	12,547
	-----	-----
	9,345	12,547
	=====	=====

11 Creditors: amounts due within 1 year

	2025 £	2024 £
Trade creditors	40	366
Accruals	500	2,989
	-----	-----
	540	3,355
	=====	=====

12 Analysis of Net Assets Between Funds

	Restricted Funds	Designated Funds	General Funds	Total 2025
	£	£	£	£
Current Year				
Tangible fixed assets	-	-	-	-
Current assets	43,589	13,224	212,685	269,498
Current liabilities	-	-	(540)	(540)
	-----	-----	-----	-----
Net assets 31 March 2025	43,589	13,224	212,145	268,958
	=====	=====	=====	=====
	<i>Restricted</i>	<i>Designated</i>	<i>General</i>	<i>Total</i>
<i>Prior Year</i>	<i>Funds</i>	<i>Funds</i>	<i>Funds</i>	<i>2024</i>
	£	£	£	£
<i>Tangible fixed assets</i>	-	-	113,887	113,887
<i>Current assets</i>	18,165	13,224	78,338	109,727
<i>Current liabilities</i>	-	-	(3,355)	(3,355)
	-----	-----	-----	-----
<i>Net assets 31st March 2024</i>	18,165	13,224	188,870	220,259
	=====	=====	=====	=====

13 Movement in Funds

Current Year	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2025 £
Restricted Funds					
ACW Rad	-	37,784	(37,784)	-	-
Arts in Health Event	4,136	-	-	(4,136)	-
PCC SPF Arts	-	106,842	(106,842)	-	-
ACW & Ashley Family Foundation (Glanio)	(450)	2,636	-	(2,186)	-
Heritage Lottery Fund	(3,999)	-	(992)	4,991	-
ACW Resilience	-	55,615	(17,105)	-	38,510
ACW Cost of Living	6,474	700	(6,451)	(723)	-
ACW Transition	3,004	33,421	(31,336)	(10)	5,079
Postcode Lottery	9,000	-	(7,524)	(1,476)	-
	-----	-----	-----	-----	-----
Total Restricted Funds	18,165	236,998	(208,034)	(3,540)	43,589
	-----	-----	-----	-----	-----
Unrestricted Funds					
<i>Designated Funds</i>					
Future capital plans	6,612	-	-	-	6,612
Cost of living fund	6,612	-	-	-	6,612
	-----	-----	-----	-----	-----
Total Designated Funds	13,224	-	-	-	13,224
	-----	-----	-----	-----	-----
General Funds	188,870	23,830	(4,083)	3,540	21,214
	-----	-----	-----	-----	-----
Total Unrestricted Funds	202,094	23,830	(4,083)	3,540	225,371
	-----	-----	-----	-----	-----
Total Funds	220,259	260,818	(212,119)	-	268,958
	=====	=====	=====	=====	=====

13 Movement in Funds (continued)

<i>Prior Year</i>	<i>At 1 April 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers between funds</i>	<i>At 31 March 2024</i>
<i>Restricted Funds</i>					
<i>Schools Programmes</i>	5,998	-	(5,998)	-	-
<i>Powys Sports Development Play Packs</i>	10,000	-	(10,000)	-	-
<i>Arts in Health Event</i>	4,624	-	(5,621)	997	-
<i>Davies M Charity</i>	4,448	-	(312)	-	4,136
<i>ACW & Ashley Family Foundation (Glanio)</i>	1,950	-	(1,950)	-	-
<i>Heritage Lottery Fund</i>	14,560	11,860	(26,870)	-	(450)
<i>Comic Relief (Sylfaen)</i>	6,060	12,030	(22,089)	-	(3,999)
<i>Ysgol Trefonnen (Stay & Play)</i>	6,952	-	(6,952)	-	-
<i>Churches Endowment Fund</i>	880	-	(880)	-	-
<i>ACW Cost of Living</i>	-	10,000	(10,000)	-	-
<i>ACW Capital Fund</i>	-	12,472	(5,998)	-	6,474
<i>ACW Transition</i>	-	2,836	(2,836)	-	-
<i>Postcode Lottery</i>	-	15,000	(11,996)	-	3,004
	-	15,220	(6,220)	-	9,000
	-----	-----	-----	-----	-----
<i>Total Restricted Funds</i>	55,472	79,418	(117,722)	-	18,165
	-----	-----	-----	-----	-----
<i>Unrestricted Funds</i>					
<i>Designated Funds</i>					
<i>Future capital plans</i>	6,612	-	-	-	6,612
<i>Key strategic projects</i>	6,612	-	-	-	6,612
<i>Cost of living fund</i>					
	-----	-----	-----	-----	-----
<i>Total Designated Funds</i>	13,224	-	-	-	13,224
	-----	-----	-----	-----	-----
<i>General Funds</i>	162,083	188,694	(160,910)	(997)	188,870
	-----	-----	-----	-----	-----
<i>Total Unrestricted Funds</i>	175,307	188,694	(160,910)	(997)	202,094
	-----	-----	-----	-----	-----
<i>Total Funds</i>	230,779	268,112	(278,632)	-	220,259
	=====	=====	=====	=====	=====

14 Operating Lease Commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025	2024
	£	£
Amount falling due:		
Within 1 year	-	-
In more than 1 year	-	-
	=====	=====

15 Related Party Transactions

During the year R Liggitt (trustee) was paid £210 for services provided.

Impelo

England & Wales - Charity number 1161515

Accounts



Impelo
Report & Unaudited Financial Statements
31st March 2024

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Reference and Administrative Details

For the year ended 31st March 2024

**Charity
Number** 1161515

**Registered
Office** The Dance Centre
Arlais Road
Llandrindod Wells
Powys LD1 5HE

Trustees *The Trustees who served during
the year and up to the date of this
report were as follows:*

J O Adams	Chair to April 2023
E Davies	
C Jones	
D Kerlin	Chair from April '23
R Liggitt	
R Lloyd	
M Townsend	

Key Management Personnel	Suzy West	Executive Director
	Jemma Thomas	Artistic Director

**Independent
Examiner** Cymryd Rhan
Davina Hutchinson ACMA FCIE
Balcony Office First Floor
Town Hall
Great Oak Street
Llanidloes
Powys SY18 6BN

Report of the Trustees

For the year ended 31st March 2024

The Trustees present their annual report together with the Financial Statements of the charity for the year ended 31st March 2024.

The Reference and Administrative Details above form part of this report. The Financial Statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice – Accounting and Report by Charities (effective from January 2019).

Objectives and Activities

Impelo is a charitable organisation that seeks to share the transformational power of dance as far and wide as possible, connecting people of all ages and ways of life in joyful expression.

Everybody dancing – for themselves, each other and a better life.

Public Benefit

In shaping the objectives and planning the activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, including guidance on fee charging. The charity relies on grants and income from fees, merchandise and charges to cover its operating costs.

In setting the level of fees, ticket prices, and other charges, the trustees give consideration to the accessibility to activities for those on low incomes; this has been increasingly the case with the current "cost of living crisis" which has impacted rural communities disproportionately. We have offered a further 25% reduction on our concessionary class fees and worked with funders to increase the number of free opportunities to participate.

Our key strategic aims prioritise work focusing on positive outcomes for communities in the areas of:

- Health and wellbeing
- Inclusion, diversity and talent; and
- Creating learning

We achieve these public benefits through:

- Talent development – investing in and advocating for aspiring, emerging and established dancers, especially from backgrounds which are under-represented in dance;
- Our Dance Centre programme – a safe, fun and nurturing space for people to show up just as they are and dance with a wide range of weekly dance workshops and classes, a space to create for Y Nyth (our professional dance network) and our inclusive programmes;
- Community projects – co-produced opportunities for and with children and young people, families, differently abled adults and older people, especially those experiencing marginalisation, poor mental and physical health, and isolation; and
- Educational programmes in schools, facilitating rich learning opportunities through quality professional dance, interactions with diverse dancers, and training for educators.

Objectives and Activities

In an extraordinary year where the groundwork for socially engaged and artistically ambitious approaches saw a flowering of incredible work with children and young people, collaborative approaches to performance as well as work with people in addiction, dementia and mental and physical health challenges we had the shock of losing multi year funding in the Investment Review by Arts Council of Wales in October 2023.

Our performance over many years, and in particular our focus on addressing impacts of social inequalities through our work and our level of investment in dance artists as well as the decreased reliance on revenue funding over the preceding years, meant the decision was devastating to both us as an organisation and our community - with over 200 people writing to the Arts Council, responding to surveys and posting on our social media. Our cut should be seen in the context of all cuts made across Wales, however; in our sector, we were one of three community dance organisations cut, leaving only one remaining in the portfolio. Additionally, 50% of arts organisations in Powys, including ours, were also cut.

The cut meant that we started an organisational process which will continue into 2024/2025 digging into questions, our vision and our ethos to redefine the loss of regular funding as an opportunity for radical change and setting foundational values in moving forward.

The financial model that has been built over many years from investment from Arts Council of Wales (38% of total income this year) which allowed us to retain a staffing structure to test, scale, match other investment/funding/commissioning with a degree of financial certainty and agility to move into areas of identified need (specifically programmes addressing inequalities in our region) requires dismantling and areas where we are strongest and have the most chance of a financial return on maximising within a new model.

We are beginning the work of balancing this new reality with our commitments not only to addressing inequalities (health, economic, educational, artist), our environmental focus and growth in our Welsh language programmes. The 'low returns' or additional costs in the areas that we have had the greatest impact need thoughtful intentionality as we move forward.

Across our programmes, in the community and at the dance centre, we have been responding to the increases in mental and physical health issues and the impact of the cost of living crisis on people in our County's low wage economy.

Our programmes and projects, particularly in health and creative learning, have had real impacts ensuring that the ongoing consequences of lockdowns and cost of living crisis do not become defining factors in the outcomes for children, young people and rurally isolated people.

Over the year Impelo facilitated 1,044 dance and creative movement sessions with 14,290 participations and produced 3 dance productions with 7 performances

For 2023/2024 Impelo had the following strategic aims:

- Reach and create dance with more people in challenging circumstances;
- Increase the transformative impact of dancing with us on people's health and joy of learning;
- Work with great artists to create and tour inspiring and meaningful work with a lasting impact on their audience;
- Grow a richly diverse and ambitious dance ecology in Powys;
- Test out new and artistically compelling ways of connecting people with dance;
- Create and consolidate a sustainable, robust and flexible business and leadership model with a mixed income that suits the way we work.

Key to reaching communities in the most challenging circumstances has been the development of existing and new partnerships over the

year, which has increased our reach and practice as we co-produced work with targeted communities.

This year we worked with:

- Powys Sports Development to work in schools through our programme in schools and early years settings. We also consulted and delivered on the Bach a lach programme for schools, supported by Public Health Wales.
- Dementia Matters in Powys working with people with or living alongside a dementia diagnosis in Brecon, Newtown, Welshpool and Llandrindod
- Powys Teaching Health Board and Cyfle Cymru using creative movement in a co- designed programme with people living in or in recovery from addiction Anew
- Ballet Cymru to deliver high quality weekend dance provision whilst creating talent pathways through the Duets programme in the most economically disadvantaged area in Powys
- Plas Cae Crwn Care Home on a residency in the dementia ward
- Flying Start, Powys Family Information Service, The Nursery Nurse team at Powys Teaching Health Board, Early years settings through work with under 3s
- Cardiff University through their research project on 'Creative Aging and Social Prescribing'
- Y Gaer, Ysgol Calon Cymru, Brecon Folk Club, People's Collection Wales, Ministry of Defence, Menter Powys on an intergenerational professional and community performance project exploring the impact of the displacement of Welsh speaking farming families by the military from the Epynt
- Communities in Machynlleth and Llandrindod Wells through a performance project exploring new models of touring and creative responses to the climate crisis Glanio

- Freelance artists across Wales with an early years creative movement specialism to develop a national network, Sbri.
- 46 freelance artists across disciplines and across our projects and programmes
- Credu through providing dance opportunities as part of an annual young carers festival
- Carmarthenshire and Ceredigion County Councils, the design and delivery of digital platforms for teachers to support embedding confidence and knowledge in dance in the Curriculum for Wales.

Health and Wellbeing

AIMS:

**Reach and create dance with more people in challenging circumstances*

** Increase the transformative impact of dancing with us on people's health*

With an ageing population, increased mental health issues across age ranges and the growing impact of obesity, dance is unique in using and improving emotional intelligence, cognitive skills and physical abilities of the communities we work with.

Impelo's weekly programme at our Dance Centre base in Llandrindod Wells, provides neighbourhood access to all ages for creative movement and is at the heart of our health and wellbeing work.

The programme is centred around fun, creativity and wellbeing. Sessions are inclusive and low cost. Our 'freelancer Friday' sessions and the weekly programme together support the development of

freelance dancers, nurturing both their individual careers and the dance community in Powys.

'As a first time mum, getting out of the house was daunting. My weekly session at Impelo has been amazing for both me and my daughter. The session is so well run, engaging, staff are knowledgeable and the impact on my daughter's confidence through the sensory aspect of the session has been huge.' Babi Bach participant

- Do your thing - weekly session for older mobile adults - 33 sessions
- Energise (7-11 year olds) and Spark (5-7 year olds)- 68 sessions for children
- Youth dance (12 -18 year olds), 35 sessions
- Pobl Bach (3+4 years), Mawr Bach (1 - 4 years with their carer) and Babi Bach - for babies 8 weeks to 1 year and their carers sessions 107 sessions
- Break (7-12 years) 23 sessions
- Ballet 3-12 years 128 sessions
- Pre school dance 16 sessions
- Holiday dance 15 sessions
- Family/intergenerational dance 6 sessions
- Adult Ballet 34 sessions
- Adult Tap 70 sessions
- Adult hip hop yoga 18 sessions
- Mojo adult monthly 10 sessions
- Community showcase

Project highlight- Anew

‘I have to work for money, I have to go to Alcoholics Anonymous to stay sober, but this is the thing that’s making me feel human again’

Anew participant

In partnership with Powys Teaching Health Board, Cyfle Cymru and Powys County Council Impelo managed the Anew project which was co designed with participants creating a *nourishing creative journey for people whose lives are adversely affected by substance use and considering, or embarking on, a recovery path and the communities they belong to*. The aspirations of the participants (many of whom had withdrawn from other addiction services) were:

- Breaking down barriers and to ‘give back’ to wider community
- Connection through creativity
- Increased sense of ‘positivity’ responsibility, connection, confidence including confidence in creative practice

Over 3 months a group of artists worked together with participants in Brecon and Llandrindod. The programme, as compared to other addiction interventions, was incredibly successful with 99% of participants completing the programme. 80 % felt happier, 89% felt that they had created a supportive and connected community through the project and 98% felt that their creativity and ideas had been supported and developed. 89% felt that their wellbeing and recovery journey had been supported through the programme.

Through the project beautiful work was created by participants including poetry, dance, visual and applied arts. Many of them subsequently joined dance classes at Impelo and came as audience members to contemporary dance performances.

‘My anxiety calmed down so much after the sessions that I went to a cafe for the first time in 8 years with my new friends’ Anew participant

Inclusion, Diversity and Talent

AIM: **Grow a richly diverse and ambitious dance ecology in Powys*

We know it takes a diversity of ideas, culture, lived experience, and perspectives to create transformative dance experiences and to support Impelo’s innovation and creativity.

In 2023/2024 we continued to make intentional action to change - strengthening our work through co-production - building on the life experiences, knowledge, self-expression, and talents of the communities, freelancers and employees we work with across all areas of our work.

Programme Summary

- 66 sessions of Me, Myself and Us our weekly dance programme for learning disabled adults with 590 participations
- 2 artist led socially engaged performance projects commissioned
- 5 co-production workshops with 161 participations for production of Epynt - working with Welsh speaking communities and artists to explore the heritage and impact of the displacement of Welsh families from their homes by the military
- 3 days of research and development for Glanio collective in Machynlleth, an artist led project exploring creative responses to climate emergency and potential adapted models of production and touring

- Supporting freelance dancers including 2 networking/training events for Y Nyth, 8 shadowing opportunities, 10 company classes, 80 plus hours of free studio time for dancers, 12 1:1 sessions offering practice or creative business development support
- Increased bilingual and Welsh language delivery across programme
- 22 sessions for people living with or alongside a dementia diagnosis with 266 participations
- Workshops with Care Cymru (organisation supporting looked after children) and Credu (supporting young carers)
- Holiday sessions for families in work poverty

Project highlights: Artist led productions

Over the past 2 years our dance network Y Nyth has supported dancers to develop areas of work which reflect their aspirations and aligning with Impelo's own values and aims - it's been a delight to grow these into funded performance projects which engage and explore contemporary issues with communities.

In our plans for the redevelopment of the dance centre and in our new Business Plan 2023 -2027 we increasingly emphasise nurturing diverse new voices and talents through our youth and Y Nyth programmes supporting the development of new artistic voices and work.

Both of these current projects will run over 2 years and began in January

Glanio - creatively responding to the climate emergency Impelo worked with a collective of 3 artists to develop and fund a socially engaged community and performance project in Machynlleth and Llandrindod, that explored new models of touring which work with local communities, their landscapes and rurality. The concept was to reduce the high carbon impact of traditional production and touring models whilst also supporting the access and wellbeing of artists and community participants involved. In both Machynlleth and Llandrindod the Glanio collective collaborated with other local dance artists to embed into communities and perform one final offering. In both locations the performances were outdoor, site specific pieces that took participants on a journey through iconic areas of the place. With space and time at the end for discussion, thoughts and connection.

The collective grew from our *Hatch/Deor* residency programme and *Artscape* which nurtured new connections and knowledge.

Epynt - a co-produced performance project with schools and communities exploring the lives of Welsh speaking farming families on Mynydd Epynt and the impact of their displacement 81 years ago, on the language and culture of the area. The production created a mixed cast of professional and community dancers to perform the piece which had been co-designed through schools and community projects where teams worked with professional costume designers and musicians and heritage specialists. A film as well as the educational resources from the project is available on *People's Collection of Wales*

Creative Learning

AIMS:

** To improve educational outcomes for children by delivering within the AOLE specifically through expressive arts and health and wellbeing. Demonstrating a cross curricular approach to programmes through artist-led processes involving play, experimentation and collaboration.*

** to support all school staff in developing their whole school approach in delivering movement and dance opportunities to their learners that are supported through our digital programmes, in person programmes and online training.*

With a sparsely populated 2000 sq mile geography and with just under 99% of children attending school, it is the most effective way to reach the poorest children and their families who have the least access to provision outside of schools. Post-covid many children and young people have been struggling with a multitude of physical and mental wellbeing challenges and we have been intentional in our work with schools to make a difference in this area.

Our focus on creative learning enables us to engage meaningfully with teachers across multiple Powys schools. This approach helps our practitioners understand the challenges faced by both schools and children, while identifying shifts in behaviour, interaction, and focus among young people. We aim to ensure our movement work remains relevant—not just to the structures and policies schools operate within, but to the evolving needs of today's and tomorrow's children. What worked in the past two years may not suit the next five, and we're committed to adapting and collaborating *with* schools to stay in tune with these changes.

Impelo's commitment is to be working with children and young people with the least access to arts and culture which means schools are the best place to make a difference, and we hope to inspire future dance audiences and dancers through engagement with high quality creative provision.

Over the past 3 years we have worked in partnership with Sports Powys to deliver this work.

Programme Summary

Creative Confidence Testbed Project

- Delivered at Brecon High School with 15 students over 14 sessions.
- Achieved 226 pupil participations, facilitated by 2 dance artists.

Transition Project

- Delivered in 2 Ysgol Calon Cymru cluster primary schools: Builth Primary School and Llanelwedd Primary School.
- Dance artist Clara Rust collaborated with Year 6 learners over 6 weeks to ease the transition from primary to secondary school.
- Weekly participation by 46 students, culminating in a joint session day at Ysgol Calon Cymru, with a total of 332 participations.

Creative Confidence Rollout

- Expanded sessions to 9 targeted schools in Powys: 6 primary schools, 2 secondary schools, 1 SEN school. Delivered by 6 dance artists.

Bach Project

- Delivered 30 sessions in 2 early years settings across South and North Powys.
- 323 total participations where the focus was on developing emotional intelligence and physical confidence through movement.

Creative Curriculum Sessions

- Ongoing sessions at Ysgol y Cribarth to complement the Talent and Diversity Project *DUETS* in partnership with Ballet Cymru.

Bespoke Digital Platform Development

- Created for Carmarthenshire Council to support teaching staff with dance resources aligned with the Expressive Arts Area of Learning and Experience (AoLE).

Online CPD Sessions

- Delivered 3 CPD sessions for teachers and setting leaders in Powys, in partnership with Public Health Wales and Sport Powys through the *Bach a lach* programme.
- Engaged 47 teacher participants.

Project Highlight: Confidence through creativity

Confidence through Creativity was a project informed by our findings when rolling out phase one of our previous 2 year schools project - Cinetig - Dance Across the Curriculum. Whilst leading sessions in high schools across Powys, our practitioners found many young people appeared to struggle with physical confidence, especially in a creative setting. There was also a significant difference in creative physical confidence amongst young people in high schools when compared to primary.

In response to this, we decided to engineer a bespoke project working with one high school initially, collaborating with young people and co-designing an approach to leading creative workshops that help people express themselves confidently. This model was then rolled out across Powys and used as a training tool for practitioners and teachers.

Future planning

Our positive impact this year and over so many years is starkly set against the shock of the cut from the Arts Council of Wales portfolio.

As we navigate this new reality, we remain committed to addressing the inequalities in our community, expanding our environmental initiatives, and growing our Welsh language programmes as well as professional and leadership roles for rurally based dancers.

New investment is being sought in the areas that we have had the greatest impact with thoughtful intentionality as we move forward.

We acknowledge that some areas—particularly those with lower financial returns or higher costs may be lost as we continue to make a meaningful impact in Powys and beyond. On average we have historically had 12,500 participations - as we move out of core funding we need to do less, better.

Impelo took immediate action to ensure our future sustainability with staff redundancies and negotiation with Mid and North Powys Mind to sell the Dance Centre to them and lease back the studio space - co-locating the two charities in a Mind and Movement Centre.

To achieve future changes, the Board and senior staff have been working with a range of external experts to help steer and guide this transition.

We are in the early stages of redesigning our business plan, forming a new staffing structure and an agile, relevant and diversified resourcing (including income) model.

We have been identifying new areas of income generation and fundraising, which is set to continue for the rest of 2024 and this includes market testing the way we work in order to attract new audiences.

In 2024 we will reimagine our business and operational model specifically to:

- Future proof the organisation by ensuring skeleton staff and dance practitioners are retained, trained & supported to work in a sustainable, collaborative and place-centred way.
- Ensure our survival and future sustainability - developing areas where we are strongest and have the most chance of a financial return on maximising outputs within a new model. This new model will see us move from a foundation CIO to an association CIO, building a membership of stakeholders (including our dancers and/or members of the community) who will elect our trustees and share decision making.
- When this new model is adopted and rolled out by the board, we will actively seek to develop trustee skills, including best practice in charity governance, leadership & oversight and financial management.

Balancing this new reality with our commitments not only to addressing inequalities (health, economic, educational, artistic), but also to our environmental focus means that we need time and space to co-design, scope and structure our 'new way of being' for the rest of 2024.

We also have to manage community and partners' expectations as we significantly reduce the volume of work we do. We need to take commissioners and communities with us on the journey if we are to have the future market and relationships to create inclusive, meaningful, relevant and impactful work in the future.

Appointment of Trustees

The maximum number of trustees is 12. Trustees serve for a maximum term of 9 years and are elected on renewable terms of between 2 and 4 years to ensure continuity and the right mix of skills as the organisation grows.

The Board audits the skills and contributions of its trustees biannually. It identifies and recruits new trustees openly through public advertisement and via direct approach, when needed, to fill any skills gaps or vacancies.

Impelo actively seeks and has been successful in appointing trustees from diverse backgrounds.

Applications from potential trustees are reviewed by the Board and may be appointed to the Board during the year to fill vacancies, with the agreement of the trustees.

Trustee induction and training new trustees includes receiving briefings on the history of the company, the governing document, the Board and decision-making process, the business plan and recent

financial performance of the company. They also receive a formal induction on their legal obligations under Charity Law.

In August 2023 Abdul Shayek, a Trustee from 2017 passed away at aged 39. He was Director and CEO at Tara Theatre and previously founder and Director at Fio. His professional commitment to creating innovative participatory experiences, projects and productions and developing new artists enriched Impelo's Board and we will miss his wisdom and humour as well as the loss to UK theatre and his family.

Organisation

The board of trustees determines the long-term objectives of the company. It meets quarterly.

In 2023/2024 the Board had one committee with Terms of Reference delegating scrutiny to a Finance committee who are responsible for making recommendations to the Board of Trustees on financial matters.

The Board also has health, employment and wellbeing Committees who had no matters delegated by the Board of Trustees in 2023/2024

The Board appoints executive officers, not being members of the board, to discharge the artistic, administrative and other duties necessary for the proper functioning of the CIO.

Artistic Director Jemma Thomas (part time)

Executive Director Suzy West (part time)

Programme and Marketing Assistant Izabella Maar (part time to August 2023)

Assistant Welsh Language Producer Bethan Cooper (part time)

Administrator Tracy Hutton (part time)

All staff were made redundant on 31st March 2024 with the Artistic and Executive Directors taking on freelance roles to lead on business transformation 6 months

Impelo has a pool of talented and experienced freelance dance practitioners (Y Nyth) and other creatives, who are contracted to work on programmes and projects. We worked with 22 freelance dancers during 2023/2024.

Trustees gave their time freely during the year under review, receiving no remuneration for their services.

Risk Management

Whilst the loss of multi year funding was not anticipated because of our performance, artistic ambition, quality and addressing social inequality our risk management strategy over several years had seen a decreasing reliance on our core funder Arts Council of Wales through a diversified income portfolio.

Our agile and adaptive approach as an organisation meant that Board and staff were able to 'bounce back' quickly responding to the news, taking immediate actions and putting in place a transition strategy. We reported a 'serious incident' to the Charity Commission upon the loss of revenue funding as well as our transition management plan.

Impelo, in common with all charities, faces a level of risk across its activities. Risk assessment is embedded within the organisation, including the building of contingencies into budgets, and all our activities are risk assessed. In accordance with good practice guidelines from the Charity Commission, the trustees identify, assess and monitor risks in the following areas: People, Operations, Compliance, Financial and Reputational

The trustees' risk management strategy includes: annual internal control review, in line with Charity Commission guidelines, the establishment of policies, systems and procedures to mitigate any identified risks arising from annual review, delegated responsibility for risks relating to compliance, management accounting systems which identify and manage our key financial risks

Finances

As part of our risk management strategy Impelo had successfully reduced its reliance on Arts Council funding from 71% of its total in 2019 to 38% through diversification of its income through commissioned, fundraised and earned income. Regular annual income however did provide the ability to cover the core costs of staff and building and match fund projects, as well as giving the organisation comfort in taking well managed creative risks. In moving out of ACW portfolio we are identifying key areas of our intellectual property and strengths which can provide solid income into the future

The continued inflationary environment this year impacting our own costs and that of our communities and partners, we were able to

meet all our financial targets and exceed our income targets for commissions (by 39%) and space hires (by 120%).

Our commissioning, fundraising and participant fees primarily underwrote work with families in work poverty, creative learning, digital learning platforms to support schools to integrate dance across the curriculum, disabled adults and people living with or alongside dementia and addiction.

This year we received new funding from Heritage Lottery for Epynt co designed performance project exploring the displacement of Welsh speaking farming communities from their land, Postcode Lottery for a residency in the dementia ward of a care home and our work in dementia meeting centres, Ashley Family Foundation and Arts Council Wales who supported our performance project Glanio and Comic Relief for our work with under 4s. We were also delighted to receive support from our local Davies Trust for our work with disabled adults

Towards the end of the year we received £15,000 from Arts Council of Wales for work relating to our transition out of the portfolio

Our pedagogy for dance across the curriculum as well as the quality of our digital work meant that we secured additional contracts both in Powys and 2 other local authorities.

The fourth year of our partnership with Sport Powys has enabled us to evaluate and refine programmes together and we are delighted to continue this strong working relationship into the new year to

respond to the increased mental health issues in children and young people.

Freelance artists are at the heart of our charity's work. In 2019/2020 we spent £43,724 and in 2023/2024 our spend was at £113,099 corresponding to a more diverse range of opportunities and increased support through Y Nyth our dance network.

We are confident that our growing track record of successful projects particularly in the area of health and learning with potential for new commissioned work to increase income, our entrepreneurial approach in monetising key areas will ensure Impelo's future sustainability.

Prioritising the redevelopment of the dance centre is key over the next 2 years to both improve the energy efficiency of the building, reducing costs and to increase earned income.

In January 2024 we began working with Mid and North Powys Mind about the potential for co - locating at the Dance Centre through the sale of the building to them and retaining and leasing back the dance studio which would enable continuity of talent pathways and programme development to benefit local communities through dance.

Trustees agreed in April that it offered not only the crucial income from the sale (agreed in November 2023) but the opportunity for future financial sustainability through hires as well as crucially enabling Impelo to build new programme areas through the partnership and benefit Powys communities.

The Boards of both organisations agreed the sale price of £128,000 and a ten year lease of the Dance Studio in May 2024 with exchange and completion in October 2024

The partnership project *Mind and Movement Centre* has secured capital funding to redevelop the building and we hope will be an opportunity to increase wellbeing services for people in mid and north Powys.

Reserves Policy

General Reserves

Based on the risk calculation which includes loss of core funding and an inflationary environment for the financial year 2023/2024. Trustees agreed in January 2023 to increase current levels of unrestricted operating expenditure in reserves to be prudent in the current uncertain and inflationary environment and to meet the costs of winding up the CIO at 3 months.

General Fund reserves - £45,132.99 based upon the 2021/22 accounts 3 months unrestricted funding

Specific Reserves

Impelo also agreed surplus funds to be held in reserve as designated funds to deliver Impelo's Charitable objectives. To do this the following reserves have been established the first two of which were spent in 2022/2023:

- **Purchase of Dance Centre completed 2nd September 2022 - £117409.92** (including legal services fees)

- **Improvements to energy efficiency of Dance Centre - £6,430 completed 23rd February 2023** to improve efficiency of building pre redevelopment to mitigate increases in fixed costs

The remainder of reserves is designated to:

- **Fund gap from cost of living crisis 2023/2024** - to be designated to 23/24 budget to prevent cutting of programme or staff
- **Capital Reserve** - and any additional surplus in following financial years will also be retained in this fund for the purposes of match funding refurbishment of the Dance Centre, Arlais Road 2024/2025

Statement of Responsibilities of the Trustees

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare Financial Statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those Financial Statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;

- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the Financial Statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. The Trustees 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

Members of the charity are not required to contribute to the assets of the charity in the event of winding up. The Trustees are members of the charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Approved by the Trustees on

and signed on their behalf by:

A handwritten signature in black ink, appearing to be 'D Kerlin', written over a faint horizontal line.

D Kerlin – Chair of Trustees

Independent Examiner's Report to the Trustees of Impelo

For the year ended 31st March 2024

I report to the Trustees on my examination of the accounts of Impelo (the CIO) for the year ended 31st March 2024, which are set out on pages 29 to 44.

Respective Responsibilities of Trustees and Examiner

As the 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").

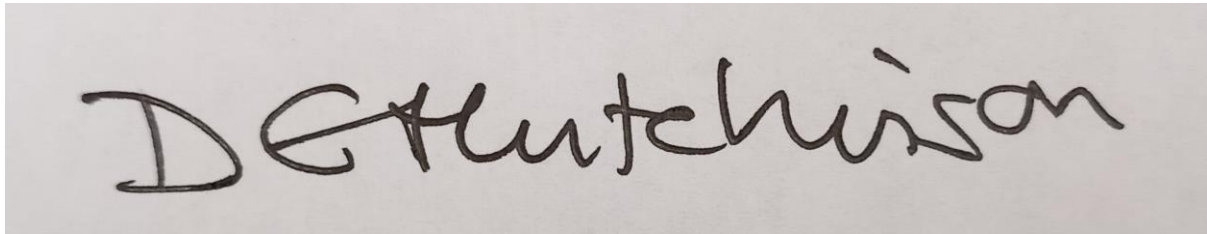
I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 that in any material respect:

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 applicable 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.

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.

A photograph of a handwritten signature in dark ink on a light-colored background. The signature is written in a cursive style and reads "D Hutchinson".

Date: 8th November 2024

Davina Hutchinson ACMA

For and on behalf of:

Cymryd Rhan

Balcony Office First Floor

Town Hall

Great Oak Street

Llanidloes

Powys SY18 6BN

Statement of Financial Activities

For the year ended 31st March 2024

	Restricted £	Unrestricted £	2024 Total £	2023 Total £
Income from				
Donations ²	-	127,004	127,004	129,625
Charitable activities ³	79,418	61,590	141,008	115,258
Other trading activities	-	-	-	190
Investments	-	100	100	811
Total income	79,418	188,694	268,112	245,884
Expenditure on				
Raising funds	-	9,720	9,720	12,703
Charitable activities	117,722	151,190	268,912	257,691
Total expenditure⁵	117,722	160,910	278,632	270,394
Net income/(expenditure)	(38,304)	27,784	(10,520)	(24,510)
Transfers between funds	997	(997)	-	-
Net movement in funds⁶	(37,307)	26,787	(10,520)	(24,510)
Reconciliation of funds				
Total funds brought forward	55,472	175,307	230,779	255,289
Total funds carried forward	18,165	202,094	220,259	230,779
	=====	=====	=====	=====

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note to the accounts.

Statement of Assets and Liabilities

For the year ended 31st March 2024

	2024 £	2023 £
Fixed Assets		
Tangible assets ⁹	113,887	116,950
Current Assets		
Debtors ¹⁰	12,547	3,098
Cash at bank and in hand	97,180	129,590
	109,727	132,688
Liabilities		
Creditors: amounts falling due within 1 year ¹¹	3,355	18,859
Net Current Assets	106,372	113,829
Net Assets ¹²	220,259	230,779
	=====	=====
Funds ¹³		
Restricted funds	18,165	55,472
<i>Unrestricted funds:</i>		
Designated funds	13,224	13,224
General funds	188,870	162,083
Total Charity Funds	220,259	230,779
	=====	=====

Approved by the Trustees on 8th November and signed on their behalf by:



D Kerlin – Chair of Trustees

Notes to the Financial Statements

For the year ended 31st March 2024

1 Accounting Policies

a Basis of preparation

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable in charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Impelo meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from commissions, or fees, is recognised when earned and is deferred when received in advance.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services and facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time occupied by each activity as follows:

Raising funds 7.3%

Charitable activities 92.7%

i Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

The depreciation rates in use are as follows:

Computer equipment - 4 years

Buildings - 50 years

Freehold land - not depreciated

Items of equipment are capitalised where the purchase price exceeds £500.

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from the other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note i. above.

2 Income from Donations

	2024 Total £	2023 Total £
Donations	-	10
Grants	127,004	129,615
Total income from donations	127,004	129,625
	=====	=====

All income from donations was unrestricted in the current and prior year.

3 Income from Charitable Activities

	Restricted £	Unrestricted £	2024 Total £	2023 Total £
Grants	79,418	-	79,418	76,003
Venue hire	-	5,354	5,354	3,202
Production income	-	842	842	205
Participant fees	-	19,100	19,100	18,925
Commissions	-	36,294	36,294	16,923
Total income from charitable activities	79,418	61,590	141,008	115,258
	=====	=====	=====	=====
<i>Total 2023</i>	<i>76,003</i>	<i>39,255</i>		
	=====	=====		

4 Government Grants

The charity receives government grants, defined as funding from Powys County Council and Arts Council of Wales to fund charitable activities. The total value of such grants in the period ending 31st March 2024 was £ (2023 £162,193). There are no unfulfilled conditions or contingencies attaching to these grants in either year.

5 Total Expenditure

	Raising Funds	Charitable Activities	Supporting & Governance Costs	Total 2024	Total 2023
	£	£	£	£	£
Staff costs ⁷	6,371	91,085	17,144	114,600	94,995
Other staff costs	-	-	12	12	50
Core activity	-	129,030	-	129,030	132,497
Premises & maintenance	1,390	19,869	3,739	24,998	26,977
Administration	-	1,144	4,559	5,703	10,659
Governance	-	-	997	997	2,550
Merchandise	230	-	-	230	334
Depreciation	-	3,062	-	3,062	2,332
Sub total	7,991	244,190	26,451	278,632	270,394
Allocation of support & governance costs	1,729	24,722	(26,451)	-	-
Total expenditure	9,720	268,912	-	278,632	270,394
	=====	=====	=====	=====	=====
<i>Total 2023</i>	<i>12,703</i>	<i>257,691</i>	-		

Total governance costs were £997 (2023 £2,550).

6 Net Movement in Funds - this is stated after charging:

	2024	2023
	£	£
Depreciation	3,062	2,332
Loss on disposal of fixed assets	-	439
Operating lease payments	-	1,732
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	90
Independent examiner's remuneration	500	2,050
	=====	=====

7 Staff Costs and Numbers – staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	110,268	89,304
Social security costs	2,128	4,036
Pension costs	2,204	1,655
	114,600	94,995
	=====	=====

No employee earned more than £60,000 during the year. The above figures including redundancy payments totalling £10,505.

The key management personnel of the charity comprise the Trustees, Executive Director and Artistic Director. The total employee benefits of the key management personnel were £74,437 (2023 £72,038).

	2024	2023
	£	£
Average head count (all staff are part-time)	7.00	5.00
	=====	=====

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible Fixed Assets

	Land and Buildings £	Computer Equipment £	Total £
Cost			
At 1 st April 2023	117,410	4,635	122,045
Additions in year	-	-	-
Disposals in year	-	-	-
	117,410	4,635	122,045
Depreciation			
At 1 st April 2023	1,174	3,921	5,095
Charge for year	2,348	714	3,062
On disposals	-	-	-
	3,522	4,635	8,157
Net Book Value			
At 31st March 2024	113,887	-	113,887
	=====	=====	=====
At 31 st March 2023	116,236	714	116,950
	=====	=====	=====

10 Debtors

	2024 £	2023 £
Trade debtors	12,547	3,098
	12,547	3,098
	=====	=====

11 Creditors: amounts due within 1 year

	2024	2023
	£	£
Trade creditors	366	6,801
Accruals	2,989	12,058
	3,355	18,859
	=====	=====

12 Analysis of Net Assets Between Funds

	Restricted Funds	Designated Funds	General Funds	Total 2024
	£	£	£	£
Tangible fixed assets	-	-	113,887	113,887
Current assets	18,165	13,224	78,338	109,727
Current liabilities	-	-	(3,355)	(3,355)
Net assets 31 March 2024	18,165	13,224	188,870	220,259
	=====	=====	=====	=====
	<i>Restricted Funds</i>	<i>Designated Funds</i>	<i>General Funds</i>	<i>Total 2023</i>
	£	£	£	£
<i>Tangible fixed assets</i>	-	-	116,950	116,950
<i>Current assets</i>	55,472	13,224	63,992	132,688
<i>Current liabilities</i>	-	-	(18,859)	(18,859)
<i>Net assets 31st March 2023</i>	<i>55,472</i>	<i>13,224</i>	<i>162,083</i>	<i>230,779</i>
	=====	=====	=====	=====

13 Movement in Funds

Current Year	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted Funds					
Schools Programmes	5,998	-	(5,998)	-	-
Powys Sports Development	10,000	-	(10,000)	-	-
Play Packs	4,624	-	(5,621)	997	-
Arts in Health Event	4,448	-	(312)	-	4,136
Davies M Charity	1,950	-	(1,950)	-	-
ACW & Ashley Family Foundation (Glanio)	14,560	11,860	(26,870)	-	(450)
Heritage Lottery Fund	6,060	12,030	(22,089)	-	(3,999)
Comic Relief (Sylfaen)	6,952	-	(6,952)	-	-
Ysgol Trefonnen (Stay & Play)	880	-	(880)	-	-
Churches Endowment Fund	-	10,000	(10,000)	-	-
ACW Cost of Living	-	12,472	(5,998)	-	6,474
ACW Capital Fund	-	2,836	(2,836)	-	-
ACW Transition	-	15,000	(11,996)	-	3,004
Postcode Lottery	-	15,220	(6,220)	-	9,000
	-----	-----	-----	-----	-----
Total Restricted Funds	55,472	79,418	(117,722)	-	18,165
	-----	-----	-----	-----	-----
Unrestricted Funds					
<i>Designated Funds</i>					
Future capital plans	6,612	-	-	-	6,612
Cost of living fund	6,612	-	-	-	6,612
	-----	-----	-----	-----	-----
Total Designated Funds	13,224	-	-	-	13,224
	-----	-----	-----	-----	-----
General Funds	162,083	188,694	(160,910)	(997)	188,870
	-----	-----	-----	-----	-----
Total Unrestricted Funds	175,307	188,694	(160,910)	(997)	202,094
	-----	-----	-----	-----	-----
Total Funds	230,779	268,112	(278,632)	-	220,259
	=====	=====	=====	=====	=====

Purposes of Restricted Funds

Schools Programmes	Supporting dance across the curriculum in Powys schools
NESTA Y Lab (Nourish)	Funding for innovation and scaling Joio – a creative movement to improve wellbeing of people living with or alongside dementia
Powys Sports Development	Programme in early years, primary, secondary and special schools
Play Packs	Creation of play packs and workshops for early years settings
Arts in Health Event	Funding to produce a Strategic Arts & Health conference in Powys
Davies M Charity	Support for dance for older adults and adults with learning differences in 23/24
ACW & Ashley Family Foundation (Glanio)	Glanio – an artist led performance project exploring creative response to climate emergency and new touring methods
Heritage Lottery Fund	Epynt – a co-designed performance project with communities and schools exploring the impact and heritage of the displacement of Welsh speaking farming families
Comic Relief (Sylfaen)	“Bach” development of dance and creative movement to improve physical and mental wellbeing of under 4s and their primary carers, and to integrate dance into early years settings
Ysgol Trefonnen (Stay & Play)	Play Wales grant to deliver 10 weekly workshops in Trefonnen Schools

Purposes of Designated Funds

Future capital plans	Designated funds to refurbish the Dance Centre, Arlais Road
Cost of living fund	Funds designated to the 23/24 budget to contribute towards the gap arriving from the cost of living crisis, to prevent cutting of programme staff

Tranfers Between Funds

Transfers from designated funds include the purchase of the building within the year, and transfers to general to meet the Reserves Policy (set out in the Trustees Annual Report). Other transfers are to utilise unrestricted core funding to cover increased costs on Covid delayed restricted projects.

13 Movement in Funds (continued)

<i>Prior Year</i>	<i>At 1 April</i>			<i>Transfers</i>	<i>At 31 March</i>
	<i>2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>between</i>	<i>2023</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>funds</i>	<i>£</i>
				<i>£</i>	
<i>Restricted Funds</i>					
<i>Schools Programmes</i>	34,780	-	(28,782)	-	5,998
<i>NESTA Y Lab (Nourish)</i>	1,508	6,250	(10,690)	2,932	-
<i>Powys Sports Development</i>	-	10,000	-	-	10,000
<i>Play Packs</i>	2,979	4,838	(3,193)	-	4,624
<i>PTHB</i>	-	5,000	(5,000)	-	-
<i>Arts in Health Event</i>	5,565	-	(1,117)	-	4,448
<i>Davies M Charity</i>	-	1,950	-	-	1,950
<i>ACW & Ashley Family Foundation (Glanio)</i>	-	21,860	(7,300)	-	14,560
<i>Heritage Lottery Fund</i>	-	15,225	(9,165)	-	6,060
<i>Comic Relief (Sylfaen)</i>	-	10,000	(3,048)	-	6,952
<i>Ysgol Trefonnen (Stay & Play)</i>	-	880	-	-	880
	-----	-----	-----	-----	-----
<i>Total Restricted Funds</i>	44,832	76,003	(68,295)	2,932	55,472
	-----	-----	-----	-----	-----
<i>Unrestricted Funds</i>					
<i>Designated Funds</i>					
<i>Future capital plans</i>	176,000	-	-	(169,388)	6,612
<i>Key strategic projects</i>	30,882	-	-	(30,882)	-
<i>Cost of living fund</i>	-	-	-	6,612	6,612
	-----	-----	-----	-----	-----
<i>Total Designated Funds</i>	206,882	-	-	(193,658)	13,224
	-----	-----	-----	-----	-----
<i>General Funds</i>	3,575	169,881	(202,099)	190,726	162,083
	-----	-----	-----	-----	-----
<i>Total Unrestricted Funds</i>	210,457	169,881	(202,099)	(2,932)	175,307
	-----	-----	-----	-----	-----
<i>Total Funds</i>	255,289	245,884	(270,394)	-	230,779
	=====	=====	=====	=====	=====

14 Operating Lease Commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2024	2023
	£	£
Amount falling due:		
Within 1 year	-	-
In more than 1 year	-	-
	=====	=====

15 Related Party Transactions

There were no related party transactions in the current or prior period.

Impelo

England & Wales - Charity number 1161515

Accounts

Charity no. 1161515

Impelo
Report and Unaudited Financial
Statements
31 March 2023

Impelo

Reference and administrative details

For the year ended 31 March 2023

Charity number	1161515																
Registered office and operational address	The Dance Centre Arlais Road Llandrindod Wells LD1 5HE																
Trustees	The trustees who served during the year and up to the date of this report were as follows: <table><tr><td>J O Adams</td><td>Chair until April 2023</td></tr><tr><td>E Davies</td><td></td></tr><tr><td>C Jones</td><td></td></tr><tr><td>D Kerlin</td><td>Chair from April 2023</td></tr><tr><td>R Liggitt</td><td></td></tr><tr><td>R Lloyd</td><td>appointed 29 July 2022</td></tr><tr><td>A Shayek</td><td>deceased early August 2023</td></tr><tr><td>M Townsend</td><td></td></tr></table>	J O Adams	Chair until April 2023	E Davies		C Jones		D Kerlin	Chair from April 2023	R Liggitt		R Lloyd	appointed 29 July 2022	A Shayek	deceased early August 2023	M Townsend	
J O Adams	Chair until April 2023																
E Davies																	
C Jones																	
D Kerlin	Chair from April 2023																
R Liggitt																	
R Lloyd	appointed 29 July 2022																
A Shayek	deceased early August 2023																
M Townsend																	
Key management personnel	<table><tr><td>Suzy West</td><td>Executive Director</td></tr><tr><td>Jemma Thomas</td><td>Artistic Director</td></tr></table>	Suzy West	Executive Director	Jemma Thomas	Artistic Director												
Suzy West	Executive Director																
Jemma Thomas	Artistic Director																
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Mailing Kent ME19 4JQ																
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD																

Impelo

Report of the trustees

For the year ended 31 March 2023

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Objectives and activities

Impelo is a charitable organisation that seeks to share the transformational power of dance as far and wide as possible, connecting people of all ages and ways of life in joyful expression.

Everybody dancing – for themselves, each other and a better life.

Public benefit

In shaping the objectives and planning the activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, including guidance on fee charging. The charity relies on grants and income from fees, merchandise and charges to cover its operating costs.

In setting the level of fees, ticket prices, and other charges the trustees give consideration to the accessibility to activities for those on low income; this has been increasingly the case with the current 'cost of living crisis' which has impacted rural communities disproportionately. We have offered a further 25% reduction on our concessionary class fees and worked with funders to increase the number of free opportunities to participate.

Our key strategic aims prioritise work focusing on positive outcomes for communities in the areas of:

- health and wellbeing;
- inclusion, diversity and talent; and
- creative learning.

We achieve these public benefits through:

- talent development; investing in and advocating for aspiring, emerging and established dancers, especially from backgrounds which are under-represented in dance;
- our Dance Centre programme; a safe, fun and nurturing space for people to show up just as they are and dance with a wide range of weekly dance workshops and classes, a space to create for Y Nyth (our professional dance network) and our inclusive programmes;
- community projects; co-produced opportunities for and with children and young people, families, differently abled adults and older people - especially those experiencing marginalisation, poor mental and physical health, and isolation; and
- educational programmes in schools, facilitating rich learning opportunities through quality professional dance, interactions with diverse dancers, and training for educators.

2022/2023 objectives and activities

With the appointment of Artistic Director - Jemma Thomas, the purchase of our dance centre base, new partnerships and the joyful return to dancing together it has been a year of re- finding our feet in positively impacting lives and communities through dance.

Across our programmes, in the community and at the dance centre, we have been responding to the increases in mental and physical health issues and spiralling costs.

Our programmes, particularly in health and creative learning, have had real impacts ensuring that the consequences of lockdowns and cost of living crisis do not become defining factors in the outcomes for children, young people and rurally isolated people.

Impelo

Report of the trustees

For the year ended 31 March 2023

Over the year Impelo facilitated 1,037 dance and creative movement sessions with 13,445 participations and presented 7 dance performances with audiences.

For 2022/2023 Impelo had the following strategic aims:

- reach and create dance with more people in challenging circumstances;
- increase the transformative impact of dancing with us on people's health and joy of learning;
- work with great artists to create and tour inspiring and meaningful work with a lasting impact on their audience;
- grow a richly diverse and ambitious dance ecology in Powys;
- test out new and artistically compelling ways of connecting people with dance; and
- create and consolidate a sustainable, robust and flexible business and leadership model with a mixed income that suits the way we work.

The key to reaching communities in the most challenging circumstances has been the development of existing and new partnerships over the year, which has increased our reach and practice as we co-produced work with targeted communities.

This year we worked with:

- Powys Sports Development to work in schools through our programme Cintetig and early years Bach a lach;
- Dementia Matters in Powys working with people with or living alongside a dementia diagnosis in Brecon, Newtown, Welshpool and Llandrindod;
- Powys Teaching Health Board using creative movement for people with a cancer diagnosis and Anew a project co-designed with people in or in recovery from addiction;
- Ballet Cymru to develop new dance practice and develop talent pathways for ballet *Duets* project in the most economically disadvantaged area in Powys;
- MIND for a programme of dance to improve wellbeing of those living with mental health issues;
- Flying Start, Powys Family Information Service, Health Visitors, through the roll out of Impelo designed play packs and creative movement sessions;
- Severn Wye energy and their HAF programme providing holiday provision for families in work poverty in Llandrindod Wells;
- Ransack Dance Company residency and youth programme developing and presenting *Us and Them*;
- Sweetshop Revolution through support for their production *I am 8* and *Welsh Girl* including training on inclusive practice;
- Freelance artists across Wales with an early years creative movement specialism to develop Sbri, a national network;
- 24 freelance artists across our projects and programmes;
- Credu through dance for young carers festival;
- International Socio Gerontechnology Network presenting at their international meeting at Bristol University;
- Carmarthenshire County Council delivery of their *Cultural Cwtch* a training programme for teachers developing practice embedding the expressive arts of the new curriculum; and
- National Arts and Education Network providing dance and creative movement training for teachers.

Impelo

Report of the trustees

For the year ended 31 March 2023

Health and wellbeing

AIMS:

- *reach and create dance with more people in challenging circumstances; and*
- *increase the transformative impact of dancing with us on people's health.*

With an ageing population, increased mental health issues across age ranges and growing impact of obesity, dance is unique in using and improving the emotions, cognitive skills and physical abilities of the communities we work with.

Project highlight - Dance Centre Programme

Impelo's weekly offer is at the heart of our health and wellbeing work, offering inclusive low cost/no cost dance for all ages. **In 2022/2023 there were 6,996 participants.**

'I loved dancing with my mum and my baby brother - it was so much fun' Family dance participant

- Do your thing - weekly session for older mobile adults - 33 sessions;
- MIND dance with people with mental health issues - 66 sessions;
- Energise (7-11) and Spark (5-7) - 68 sessions for children;
- Youth dance (12 -18) - 35 sessions;
- Pobl Bach (4-5), Mawr Bach (2-4 with carer) and Babi Bach - for under 5s and their carers - 107 sessions;
- Break (7-12 years) - 23 sessions;
- Ballet 3-12 years - 128 sessions;
- Pre school dance - 16 sessions ;
- Holiday dance - 15 sessions;
- Family/intergenerational dance - 6 sessions;
- Adult ballet - 34 sessions;
- Adult tap - 70 sessions;
- Adult hip hop yoga - 18 sessions; and
- Mojo adult monthly - 10 sessions.

Project highlight - under 4s

From pregnancy to aged 2 sets the groundwork for children developing emotional wellbeing, resilience and adaptability and the competencies they need to thrive. This period is a time of opportunity for services and interventions to support parents and primary caregivers to help lay a foundation of health and wellbeing, whose benefits can last a lifetime and carry into the next generation.

After developing work in response to the huge increase in post natal depression for mothers who had given birth in lockdown and under 4's. This year we scaled the work with participants, partner agencies and we developed a methodology which supported both babies development and parents confidence and connection. 100% of participants felt that the programme had benefited themselves and their babies, 86% noticed development in physical/social/motor skills whilst attending the sessions, 100% used ideas or techniques learned in the sessions and 100% felt that their wellbeing as parents had improved through the programme.

Impelo

Report of the trustees

For the year ended 31 March 2023

135 sessions with 2,136 participations

As well as the programme we have developed an online platform and have further commissions for our 'play packs' to support early years settings practitioners integrate dance and movement into their work.

Impelo is also one of the founding members of Sbri, a network of Wales based dance creatives working with and advocating for the tiniest dancers.

'The sessions are so enthusiastic and inclusive. I like the informal setting and just feel so welcome and relaxed whilst at the sessions.' - Parent Participant.

Project Highlight - Improve Your Cancer Journey

As part of a Horizons project with Powys Teaching Health Board and the Macmillan Improve Your Cancer Journey team here in Powys, we explored various routes through which creative movement may support those either going through a cancer diagnosis, treatment, have a loved one going through cancer or have been widowed by cancer themselves.

We partnered up with the Bracken Trust who are a cancer support charity in Llandrindod Wells to run sessions with their patients with a mix of creative movement exploration, supportive Pilates and meditation work, as well as fun routines that offered an element of escapism and reminiscence.

'We spoke of power and strong movement (A) punched the air with such delight that we followed.

I saw a spark in her eyes with the strong movements of power. Filling the body with a strong energy.

We moved like liquid. Found our feet, and reached towards each other's hands, joining together, receiving and offering support. Playfully seeing how strong we all were, pushing the edges so we could feel our own strength. Into our 206 bones. As I left I noticed the Chinese lucky cat, waving on the mantelpiece. The arm reaching into the air just like (A) did.' - Dance Practitioner

We also worked 1:1 with a mother and daughter where the mother was going through cancer treatment. Dance artist Cai Tomos explored connection through going to a patient's house and exploring ways to move together in creative and nurturing ways that were intuitive to the individual and space.

'I've spent a lot of my time over the past few years waiting, waiting for a diagnosis, waiting for treatment, waiting for results. But this afternoon I've not been waiting. I've been enjoying the time with my daughter, moving to music, and not worrying too much about what the future holds' - Project Participant.

Impelo

Report of the trustees

For the year ended 31 March 2023

Project highlight - dance with older adults

With one of the UK's oldest populations living with the challenges of access to services and community through rurality our programmes for older people from mobile to chair dancing have developed into a major strand of our work. Join our programme with people living with and alongside dementia has continued to grow with Dementia Matters in Powys in their meeting centres in Welshpool, Newtown, Llandrindod and Brecon. The programme also acted as respite, allowing caregivers to relax, escape and temporarily stop worrying about caregiving responsibilities. Relationship connectivity was promoted through joint participation in dance between caregiver and the person with dementia. Providing a support network 'carer solidarity' for caregivers, enabling relatedness and common understanding amongst fellow caregivers attending. Caregivers also perceived physical, emotional, and psychological benefits derived from dancing.

'Yet again Impelo have shown that groups and individuals can join together and experience moments of happiness and joy through dance' - Deborah Gerrard: Chief Officer at Dementia Matters in Powys.

We love being part of research to explore the difference that dance and creativity can make to people's health and this year we worked with Cardiff University on research exploring the applications of 'arts on prescription' which are complex and often exclusive of the communities that need interventions the most. Particularly, when engaging older adults with experiences of social isolation and/or dementia, there are barriers such as digital literacy, access to devices, capacity to consent, cultural and aesthetic preferences.

We shared interim findings at the International Gerontechnology meeting at Bristol University and the final report is due for publication in late 2023.

'In my 20 years at academic conferences I have never danced - thanks it was brilliant to experience the 'practice' and not just the theory and research behind it.' - Conference Delegate

Inclusion, diversity and talent

AIM:

- grow a richly diverse and ambitious dance ecology in Powys.

We know it takes a diversity of ideas, culture, lived experience, and perspectives to create transformative dance experiences and to support Impelo's innovation and creativity.

In 2022/2023 we continued to make intentional action to change - strengthening our work through co-production - building on the life experiences, knowledge, self-expression, and talents of the communities, freelancers and employees we work with across all areas of our work.

Programme summary

- 66 sessions of Me, Myself and Us, our weekly dance programme for learning disabled adults with 590 participations;
- 2 artist led socially engaged performance projects commissioned;
- 5 co-production workshops with 161 participations for production of Epynt - working with Welsh speaking communities and artists to explore the heritage and impact of the displacement of Welsh families from their homes by the military;
- 3 days of research and development for Glanio collective in Machynlleth, an artist led project exploring creative responses to climate emergency and potential adapted models of production and touring;

Impelo

Report of the trustees

For the year ended 31 March 2023

- supporting freelance dancers including 2 networking/training events for Y Nyth, 8 shadowing opportunities, 10 company classes, 80 plus hours of free studio time for dancers, 12 1:1 sessions offering practice or creative business development support;
- increased bilingual and Welsh language delivery across programmes;
- 22 sessions for people living with or alongside a dementia diagnosis with 266 participations;
- workshops with Care Cymru (organisation supporting looked after children) and Credu (supporting young carers);
- workshops as part of Powys Pride; and
- holiday sessions for families in work poverty.

Project highlights: artist led productions

Over the past 2 years our dance network Y Nyth has supported dancers to develop areas of work which reflect their aspirations and aligning with Impelo's own values and aims - it's been a delight to grow these into funded performance projects which engage and explore contemporary issues with communities.

In our plans for the redevelopment of the dance centre and in our new Business Plan 2023 -2027 we increasingly emphasise nurturing diverse new voices and talents through our youth and Y Nyth programmes supporting the development of new artistic voices and work.

Both of the current projects will run over 2 years and began this January.

Glanio - creatively responding to the climate emergency Impelo worked with 3 artists to develop and fund a socially engaged performance project in Machynlleth and Llandrindod exploring new models of touring which work with local communities and landscapes and reduce the high carbon impact of traditional production and touring models.

The collective grew from our *Hatch/Deor* residency programme and *Artscape* last year which nurtured new connections and knowledge.

Creative learning

AIMS:

- *to improve educational outcomes for children by delivering expressive arts and STEM curriculum programmes through artist-led processes involving play, experiment and collaboration; and*
- *to reach and grow new dance audiences by creating high quality dance co-produced with young people, artists and scientists which tours schools.*

With a sparsely populated 2,000 sq. mile geography and with just over 99% of children attending school, it is the most effective way to reach the poorest children and their families who have the least access to provision outside of schools.

Impelo's commitment to working with children and young people with the least access to arts and culture which means schools are the best place to make a difference, and we hope to inspire future dance audiences and dancers through engagement with high quality creative provision.

Over the past 2 years the focus of Impelo's Cintetig programme has been working with teachers to develop their own dance and movement practice within the new Curriculum for Wales, children generally and the Expressive Curriculum specifically.

Impelo

Report of the trustees

For the year ended 31 March 2023

Our touring performance work like *Cell* with high production value also supports the creative use of dance across the curriculum.

"The science made way more sense in the dance than it does in the classroom" - Year 7 Pupil.

This year we developed pilots for two new programmes responding to increased anxiety levels of young people.

'It's just a safe haven for people with creative liberty that feel anxious to show it anywhere' - Schools Participant.

A body confidence programme working with children with anxiety or other challenges off timetable at Brecon High School. Using dance and movement:

- to increase wellbeing and confidence the evaluated pilot will refine Impelo's methodology and approach to scale up in 2024; and
- transitions - working with Ysgol Calon Cymru and feeder primaries using dance to build connections with their new school and year group and ease the anxiety of moving from primary to secondary school.

"The support and mentoring was outstanding and really gave me a lot more confidence in an area that was completely foreign to me" - Class Teacher.

Another new area for Impelo was the production of rich learning materials through the production of designed and locally sourced and produced digital and other assets.

We created 170 play packs for a range of early years settings to encourage creative movement. We were also commissioned to develop a digital platform for Powys schools to support teachers to confidently use dance across the curriculum with lesson plans, videos and playlists for early years, primary, secondary and special schools.

Programme highlights

- creation of play packs encouraging creative movement 50 at home play packs for babies, 100 at home play packs for toddlers and 20 for early years settings;
- 31 sessions of Duets with Ballet Cymru at Ysgol Cribarth;
- 27 dance through the curriculum sessions;
- extended tour of Cell Lab (Impelo dance production co produced with Imperial College and Oxford University) 4 schools reaching 236 children and young people;
- 71 *Cinetig* sessions for pupils reaching 1,873 children and young people;
- 75 *Cinetig* sessions for teachers reaching 236 teachers;
- 3 Bach a lach sessions for early years practitioners reaching 45 participants;
- 40 pre school dance enrichment sessions with 607 participations;
- dance enrichment at Ysgol Calon Cymru;
- Body Confidence programme pilot with 205 participations;
- partnership project with Sweetshop Revolution in 5 Powys schools reaching 190 children and young people; and
- *Cultural Cwtch* expressive arts and dance teacher training session for National Arts and Education Network.

Impelo

Report of the trustees

For the year ended 31 March 2023

Future planning

Impelo produced a new business plan for 2023-2027 setting out ambitious plans to make a difference through dance across our priority areas. We also submitted our application as part of the Investment Review process by Arts Council of Wales to continue as part of their Portfolio from 2024.

Our operational plan for 2023/2024 sets out strategic aims, resource allocation and targets for the year for Arts, Health and Wellbeing, Diversity Inclusion Talent and Creative Learning. These include:

- developing our practice and leadership in Powys and beyond in response to the climate emergency through socially engaged artist led project Glanio;
- trialling progression routes for differently abled dancers beyond Me, Myself and Us programme;
- tackling health and social inequalities - targeting work to those in Powys in the most challenged circumstances;
- families in work poverty and impacted by cost of living crisis through programmes which include Cintetig, HAF and Young Carers work and 'socials';
- older people living in isolation with a dementia diagnosis;
- under 5s and their carers;
- Epynt - co-created Welsh language dance project exploring heritage and impact of the displacement of Welsh speaking communities by the military; and
- With the purchase of the dance centre in 2022 we are now in a position to take forward through further design and fundraising a capital programme offering a reconfiguration providing increased accessibility, reduced carbon impact and additional space for dancers and programmes.

Appointment of trustees

The maximum number of charity trustees is 12. Trustees serve for a maximum term of nine years and are elected on renewable terms of between 2 and 4 years to ensure continuity and the right mix of skills as the organisation grows.

The board audits the skills and contributions of its trustees biannually. It identifies and recruits new trustees openly through public advertisement and via direct approach, when needed, to fill any skills gaps or vacancies.

Impelo actively seeks, and has been successful in, appointing trustees from diverse backgrounds. In 2022/2023 the board comprised 7 trustees. 4 identified as male and 3 as female, 4 were under 40 years of age and 3 between 40 and 60 years old. 1 as queer, 2 as Welsh speakers, 5 as white British and 1 as British Asian, 3 as living with a disability or health condition.

Applications from potential trustees are reviewed by the board and may be appointed to the board during the year to fill vacancies, with the agreement of the trustees.

Trustee induction and training new trustees receive briefings on the history of the company, the governing document, the board and decision-making processes, the business plan and recent financial performance of the company. They also receive a formal induction on their legal obligations under charity law.

In April 2023 Jennifer Owen-Adams stepped down as Chair. Under her leadership the organisation transitioned to a CIO and successfully grew it's artistic reputation, reach and impact. She remains a trustee. Damian Kerlin was appointed as Chair.

Impelo

Report of the trustees

For the year ended 31 March 2023

In August 2023 Abdul Shayek, a trustee from 2017 passed away at aged 39. He was Director and CEO at Tara Theatre and previously founder and Director at Fio. His professional commitment to creating innovative participatory experiences, projects and productions and developing new artists enriched Impelo's board and we will miss his wisdom and humour as well as the loss to UK theatre and his family.

Organisation

The board of trustees determines the long-term objectives of the charity. It meets quarterly.

In 2022/2023 the board had one committee with terms of reference delegating scrutiny to a finance committee who are responsible for making recommendations to the board of trustees on financial matters.

The board also has health, employment and wellbeing committees who had no matters delegated by the board of trustees in 2022/2023.

With the purchase of the Dance Centre Impelo trustees created a new capital committee with a mixture of trustees and co-opted expertise to oversee the planning, fundraising and consultation for the redevelopment of the building and report to the board.

The board appoints executive officers, not being members of the board, to discharge the artistic, administrative and other duties necessary for the proper functioning of the CIO.

In June 2022 the organisation appointed Jemma Thomas as Artistic Director.

Staff in the year were:

- Artistic Director Jemma Thomas (part time)
- Executive Director Suzy West (part time)
- Programme and Marketing Co-ordinator Rosie McConnell (part time August - December 2023)
- Programme and Marketing Assistant Izabella Maar (part time from August 2022)
- Assistant Welsh Language Producer Bethan Cooper (part time)
- Administrator Tracy Hutton (part time)

Impelo has a pool of talented and experienced freelance dance practitioners (Y Nyth) and other creatives, who are contracted to work on programmes and projects. We worked with 22 freelance dancers during 2022/2023.

Trustees gave their time freely during the year under review, receiving no remuneration for their services.

Risk management

Impelo, in common with all charities, faces a level of risk across its activities. Risk assessment is embedded within the organisation, including the building of contingencies into budgets, and all our activities are risk assessed. In accordance with good practice guidelines from the Charity Commission, the trustees identify, assess and monitor risks in the following areas: People, Operations, Compliance, Financial and Reputational.

Impelo

Report of the trustees

For the year ended 31 March 2023

The trustees' risk management strategy includes: annual internal control review, in line with Charity Commission guidelines, the establishment of policies, systems and procedures to mitigate any identified risks arising from annual review, delegated responsibility for risks relating to compliance, management accounting systems which identify and manage our key financial risks.

Finances

Despite the increasingly inflationary environment this year impacting our own costs and that of our communities and partners, we were able to meet and exceed our income targets for commissions (by 49%), fundraising (by 41%), space hires (by 31%) and participant fees (by 75%) however ticket sales and donations underachieved by 83% and 98% respectively.

Our commissioning, fundraising and participant fees primarily underwrote work with families in work poverty, creative learning - particularly for under 4s, with a grant from Comic Relief as well as new commissions and mentoring/training programmes for teachers, health with 2 commissions from Powys Teaching Health Board and Cardiff University and artist led work exploring climate change and the Welsh culture (funded by Ashley Family Foundation, Heritage Lottery and Arts Council of Wales) and differently abled adults.

Our pedagogy for dance across the curriculum as well as the quality of our digital work meant that we secured additional contracts both in Powys and 2 other local authorities.

The third year of our partnership and with Sport Powys has enabled us to evaluate and refine programmes together and we are delighted to continue this strong working relationship into the new year to respond to the increased mental health issues in children and young people.

Freelance artists are at the heart of our charity's work. In 2021/2022 we spent £234,837 and in 2022/2023 our spend was at £270,394 corresponding to a more diverse range of opportunities and increased support through Y Nyth our dance network.

Going forward we face substantial increases in our costs, particularly heat and light, finding a balance for maintaining financial health with our commitment to keeping our work affordable for all.

We are confident that our growing track record of successful projects particularly in the area of health and learning with potential for new commissioned work to increase income, our entrepreneurial approach in monetising key areas will ensure Impelo's future sustainability.

Prioritising the redevelopment of the dance centre is key over the next 2 years to both improve the energy efficiency of the building, reducing costs and to increase earned income.

Reserves policy

General reserves

Based on the risk calculation which includes loss of core funding by Powys County Council and an inflationary environment for the financial year 2023/2024. Trustees agreed to increase current levels of unrestricted operating expenditure in reserves to be prudent in the current uncertain and inflationary environment and to meet the costs of winding up the CIO at 3 months. Free reserves are held at £45,133 to meet this policy.

Impelo

Report of the trustees

For the year ended 31 March 2023

Specific reserves

Impelo also agreed surplus funds to be held in reserve as designated funds to deliver Impelo's charitable objectives. To do this the following reserves have been established, the first two of which were spent in 2022/2023:

- **Purchase of Dance Centre completed 2 September 2022** - £117,410 (including legal services fees).
- **Improvements to energy efficiency of Dance Centre** - £6,430 completed 23 February 2023 to improve efficiency of building pre redevelopment to mitigate increases in fixed costs.

The remainder of reserves is designated to:

- **Fund gap from cost of living crisis 2023/2024** - to be designated to 23/24 budget to prevent cutting of programme or staff.
- **Capital reserve** - any additional surplus in following financial years will also be retained in this fund for the purposes of match funding refurbishment of the Dance Centre, Arlais Road in 2024/2025.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity are not required to contribute to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Impelo

Report of the trustees

For the year ended 31 March 2023

Independent examiners

Godfrey Wilson Limited were appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 6 October 2023 and signed on their behalf by

Damian Kerlin

D Kerlin - Chair

Independent examiner's report

To the trustees of

Impelo

I report to the trustees on my examination of the accounts of Impelo (the CIO) for the year ended 31 March 2023, which are set out on pages 15 to 29.

Responsibilities and basis of report

As the charity trustees of the CIO 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 CIO'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 that in any material respect:

- (1) accounting records were not kept in respect of the CIO 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 applicable requirements concerning the form and content of 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.

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.

Alison Godfrey

Date: 6 October 2023

Alison Godfrey FCA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Impelo

Statement of financial activities

For the year ended 31 March 2023

	Note	Restricted £	Unrestricted £	2023 Total £	Restated 2022 Total £
Income from:					
Donations	3	-	129,625	129,625	126,672
Charitable activities	4	76,003	39,255	115,258	72,301
Other trading activities		-	190	190	-
Investments		-	811	811	44
Total income		<u>76,003</u>	<u>169,881</u>	<u>245,884</u>	<u>199,017</u>
Expenditure on:					
Raising funds		-	12,703	12,703	9,184
Charitable activities		<u>68,295</u>	<u>189,396</u>	<u>257,691</u>	<u>225,653</u>
Total expenditure	6	<u>68,295</u>	<u>202,099</u>	<u>270,394</u>	<u>234,837</u>
Net income / (expenditure)		7,708	(32,218)	(24,510)	(35,820)
Transfers between funds		<u>2,932</u>	<u>(2,932)</u>	<u>-</u>	<u>-</u>
Net movement in funds	7	10,640	(35,150)	(24,510)	(35,820)
Reconciliation of funds:					
Total funds brought forward		<u>44,832</u>	<u>210,457</u>	<u>255,289</u>	<u>291,109</u>
Total funds carried forward		<u><u>55,472</u></u>	<u><u>175,307</u></u>	<u><u>230,779</u></u>	<u><u>255,289</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 15 to the accounts.

Prior period income and expenditure have been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year. The restatements are purely reclassifications of income and expenditure and do not affect net income.

Impelo

Balance sheet

As at 31 March 2023

	Note	£	2023 £	2022 £
Fixed assets				
Tangible assets	10		<u>116,950</u>	<u>2,311</u>
Current assets				
Debtors	11	3,098		26,453
Cash at bank and in hand		<u>129,590</u>		<u>246,189</u>
		132,688		272,642
Liabilities				
Creditors: amounts falling due within 1 year	12	<u>18,859</u>		<u>19,664</u>
Net current assets			<u>113,829</u>	<u>252,978</u>
Net assets	14		<u>230,779</u>	<u>255,289</u>
Funds	15			
Restricted funds			55,472	44,832
Unrestricted funds				
Designated funds			13,224	206,882
General funds			<u>162,083</u>	<u>3,575</u>
Total charity funds			<u>230,779</u>	<u>255,289</u>

Approved by the trustees on 6 October 2023 and signed on their behalf by

Damian Kerlin

D Kerlin - Chair

Impelo

Notes to the financial statements

For the year ended 31 March 2023

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Impelo meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income from commissions, or fees, is recognised when earned and is deferred when received in advance.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Impelo

Notes to the financial statements

For the year ended 31 March 2023

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time occupied by each activity as follows:

	2023	2022
Raising funds	7.3%	7.3%
Charitable activities	92.7%	92.7%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	4 years
Buildings	50 years
Freehold land	not depreciated

Items of equipment are capitalised where the purchase price exceeds £500.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

n) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note i above.

Impelo

Notes to the financial statements

For the year ended 31 March 2023

2. Prior period comparatives: statement of financial activities

	Restricted	Unrestricted	Restated 2022 Total
	£	£	£
Income from:			
Donations	-	126,672	126,672
Charitable activities	47,901	24,400	72,301
Other	-	44	44
Total income	47,901	151,116	199,017
Expenditure on:			
Raising funds	-	9,184	9,184
Charitable activities	54,305	171,348	225,653
Total expenditure	54,305	180,532	234,837
Net expenditure and net movement in funds	(6,404)	(29,416)	(35,820)

3. Income from donations

	2023 Total £	Restated 2022 Total £
Donations	10	-
Grants	129,615	126,672
Total income from donations	129,625	126,672

All income from donations was unrestricted in the current and prior year.

Impelo

Notes to the financial statements

For the year ended 31 March 2023

4. Income from charitable activities

	Restricted £	Unrestricted £	2023 Total £
Grants	76,003	-	76,003
Venue hire	-	3,202	3,202
Production income	-	205	205
Participant fees	-	18,925	18,925
Commissions	-	16,923	16,923
Total income from charitable activities	76,003	39,255	115,258

Prior period comparative:

	Restricted £	Unrestricted £	Restated 2022 Total £
Grants	47,901	-	47,901
Venue hire	-	2,623	2,623
Production income	-	901	901
Participant fees	-	9,365	9,365
Commissions	-	11,511	11,511
Total income from charitable activities	47,901	24,400	72,301

5. Government grants

The charity receives government grants, defined as funding from Powys County Council and Arts Council of Wales to fund charitable activities. The total value of such grants in the period ending 31 March 2023 was £162,193 (2022: £154,814). There are no unfulfilled conditions or contingencies attaching to these grants in either year.

Impelo

Notes to the financial statements

For the year ended 31 March 2023

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Staff costs (note 8)	5,917	75,470	13,608	94,995
Other staff costs	-	-	50	50
Core activity	3,000	129,497	-	132,497
Premises and building maintenance	1,680	21,433	3,864	26,977
Administration	-	6,352	4,307	10,659
Governance	-	-	2,550	2,550
Merchandise	334	-	-	334
Depreciation	-	2,332	-	2,332
Sub-total	10,931	235,084	24,379	270,394
Allocation of support and governance costs	<u>1,772</u>	<u>22,607</u>	<u>(24,379)</u>	<u>-</u>
Total expenditure	<u>12,703</u>	<u>257,691</u>	<u>-</u>	<u>270,394</u>

	Raising funds £	Charitable activities £	Support and governance costs £	2022 Total £
Prior period comparative				
Staff costs (note 8)	6,305	80,423	14,501	101,229
Other staff costs	-	2,529	-	2,529
Core activity	-	98,264	-	98,264
Premises and building maintenance	1,182	15,074	2,718	18,974
Administration	-	6,312	3,364	9,676
Governance	-	-	2,760	2,760
Depreciation	-	1,405	-	1,405
Sub-total	7,487	204,007	23,343	234,837
Allocation of support and governance costs	<u>1,697</u>	<u>21,646</u>	<u>(23,343)</u>	<u>-</u>
Total expenditure	<u>9,184</u>	<u>225,653</u>	<u>-</u>	<u>234,837</u>

Total governance costs were £2,550 (2022: £2,760).

Impelo

Notes to the financial statements

For the year ended 31 March 2023

7. Net movement in funds

This is stated after charging:

	2023 £	2022 £
Depreciation	2,332	1,405
Loss on disposal of fixed assets	439	-
Operating lease payments	1,732	4,059
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	90	-
Independent examiner's remuneration:		
▪ Independent examination (excluding VAT)	<u>2,050</u>	<u>2,300</u>

Trustee reimbursed expenses relate to travel costs for 1 trustee (2022: Nil).

8. Staff costs and numbers

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	89,304	93,072
Social security costs	4,036	3,034
Pension costs	<u>1,655</u>	<u>5,123</u>
	<u>94,995</u>	<u>101,229</u>

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the Trustees, Executive Director and Artistic Director. The total employee benefits of the key management personnel were £72,038 (2022: £52,289).

	2023 No.	2022 No.
Average head count (all staff are part-time)	<u>5.00</u>	<u>5.00</u>

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Impelo

Notes to the financial statements

For the year ended 31 March 2023

10. Tangible fixed assets

	Land and buildings £	Computer equipment £	Total £
Cost			
At 1 April 2022	-	5,613	5,613
Additions in year	117,410	-	117,410
Disposals	-	(978)	(978)
At 31 March 2023	<u>117,410</u>	<u>4,635</u>	<u>122,045</u>
Depreciation			
At 1 April 2022	-	3,302	3,302
Charge for the year	1,174	1,158	2,332
On disposals	-	(539)	(539)
At 31 March 2023	<u>1,174</u>	<u>3,921</u>	<u>5,095</u>
Net book value			
At 31 March 2023	<u>116,236</u>	<u>714</u>	<u>116,950</u>
At 31 March 2022	<u>-</u>	<u>2,311</u>	<u>2,311</u>

11. Debtors

	2023 £	2022 £
Trade debtors	3,098	20,854
Accrued income	<u>-</u>	<u>5,599</u>
	<u>3,098</u>	<u>26,453</u>

12. Creditors : amounts due within 1 year

	2023 £	2022 £
Trade creditors	6,801	7,424
Accruals	12,058	9,619
Deferred income (see note 13)	<u>-</u>	<u>2,621</u>
	<u>18,859</u>	<u>19,664</u>

Impelo

Notes to the financial statements

For the year ended 31 March 2023

13. Deferred income

	2023 £	2022 £
At 1 April 2022	2,621	-
Deferred during the year	-	2,621
Released during the year	<u>(2,621)</u>	<u>-</u>
At 31 March 2023	<u>-</u>	<u>2,621</u>

Deferred income relates to income received in advance of delivery of services.

14. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	116,950	116,950
Current assets	55,472	13,224	63,992	132,688
Current liabilities	<u>-</u>	<u>-</u>	<u>(18,859)</u>	<u>(18,859)</u>
Net assets at 31 March 2023	<u>55,472</u>	<u>13,224</u>	<u>162,083</u>	<u>230,779</u>
Prior year comparative				
	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	-	-	2,311	2,311
Current assets	44,832	206,882	20,928	272,642
Current liabilities	<u>-</u>	<u>-</u>	<u>(19,664)</u>	<u>(19,664)</u>
Net assets at 31 March 2022	<u>44,832</u>	<u>206,882</u>	<u>3,575</u>	<u>255,289</u>

Notes to the financial statements

For the year ended 31 March 2023

15. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Restricted funds					
Schools Programmes	34,780	-	(28,782)	-	5,998
NESTA Y Lab (Nourish)	1,508	6,250	(10,690)	2,932	-
Powys Sports Development	-	10,000	-	-	10,000
Play Packs	2,979	4,838	(3,193)	-	4,624
Powys Teaching Health Board (Improve Your Cancer Journey)	-	5,000	(5,000)	-	-
Arts in Health Event	5,565	-	(1,117)	-	4,448
Davies M Charity	-	1,950	-	-	1,950
ACW & Ashley Family Foundation (Glanio)	-	21,860	(7,300)	-	14,560
Heritage Lottery Fund	-	15,225	(9,165)	-	6,060
Comic Relief (Sylfaen)	-	10,000	(3,048)	-	6,952
Ysgol Trefonnen (Stay & Play)	-	880	-	-	880
Total restricted funds	44,832	76,003	(68,295)	2,932	55,472
Unrestricted funds					
<i>Designated funds:</i>					
Future capital plans	176,000	-	-	(169,388)	6,612
Key strategic projects	30,882	-	-	(30,882)	-
Cost of living fund	-	-	-	6,612	6,612
<i>Total designated funds</i>	206,882	-	-	(193,658)	13,224
General funds	3,575	169,881	(202,099)	190,726	162,083
Total unrestricted funds	210,457	169,881	(202,099)	(2,932)	175,307
Total funds	255,289	245,884	(270,394)	-	230,779

Purposes of restricted funds

Schools Programmes	Supporting dance across the curriculum in Powys schools.
NESTA Y Lab (Nourish)	Funding for innovation and scaling Joio a creative movement to improve wellbeing of people living with or alongside dementia.
Powys Sports Development	Programme in early years, primary, secondary and special schools.
Play Packs	Creation of play packs and workshops for early years settings.

Notes to the financial statements

For the year ended 31 March 2023

15. Movements in funds (continued)

Purposes of restricted funds (continued)

Powys Teaching Health Board Improve Your Cancer Journey - dance and creative movement for people with a cancer diagnosis.
(Improve Your Cancer Journey)

Arts in Health Event Funding to produce a Strategic Arts & Health conference in Powys.

Davies M Charity Support for dance for older adults and adults with learning differences in 23/24.

ACW & Ashley Family Foundation (Glanio) Glanio - an artist led performance project exploring creative response to climate emergency and new touring models.

Heritage Lottery Fund Epynt - a co-designed performance project with communities and schools exploring the impact and heritage of the displacement of Welsh speaking farming families.

Comic Relief (Sylfaen) 'Bach' development of dance and creative movement to improve physical and mental wellbeing of under 4s and their primary carers, and to integrate dance into early years settings.

Ysgol Trefonnen (Stay & Play) Play Wales Grant to deliver 10 weekly workshops in Trefonnan Schools.

Purposes of designated funds

Future capital plans Designated funds to refurbish the Dance Centre, Arlais Road.

Key strategic projects Investment in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas for the organisation to assure future sustainability.

Cost of living fund Funds designated to the 23/24 budget to contribute towards the gap arising from the cost of living crisis, to prevent cutting of programme or staff.

Transfers between funds

Transfers from designated funds include the purchase of the building within the year, and transfers to general to meet the reserves policy (set out in the trustees annual report). Other transfers are to utilise unrestricted core funding to cover increased costs on Covid-delayed restricted projects.

Notes to the financial statements

For the year ended 31 March 2023

15. Movements in funds (continued)

Prior year comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2022 £
Restricted funds					
Schools Workshops	26,870	21,130	(13,220)	-	34,780
NESTA Y Lab (Nourish)	-	7,750	(6,242)	-	1,508
Play Packs	5,629	-	(2,650)	-	2,979
Arts in Health	-	5,565	-	-	5,565
CFW Powys Welsh Church Act	3,080	-	(3,080)	-	-
CFW Ashley Family Foundation	4,238	-	(4,238)	-	-
Lottery Community Fund Awards For All	10	-	(10)	-	-
CFW Tampon Tax Community Fund	8,184	-	(8,184)	-	-
Foyle Foundation - Y Nyth Project	3,225	-	(3,225)	-	-
PAVO SVDF Big Fish	-	4,862	(4,862)	-	-
ACW Capital	-	2,294	(2,294)	-	-
PCC Dance and movement workshops	-	300	(300)	-	-
PCC - Schools Missing Middle Mindful Movement Project-Cinteg	-	6,000	(6,000)	-	-
Total restricted funds	51,236	47,901	(54,305)	-	44,832
Unrestricted funds					
<i>Designated funds:</i>					
Future capital plans	146,000	-	-	30,000	176,000
Key strategic projects	48,500	-	-	(17,618)	30,882
<i>Total designated funds</i>	<i>194,500</i>	<i>-</i>	<i>-</i>	<i>12,382</i>	<i>206,882</i>
General funds	45,373	151,116	(180,532)	(12,382)	3,575
Total unrestricted funds	239,873	151,116	(180,532)	-	210,457
Total funds	291,109	199,017	(234,837)	-	255,289

Impelo

Notes to the financial statements

For the year ended 31 March 2023

16. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2023	2022
	£	£
Amount falling due:		
Within 1 year	<u>-</u>	<u>1,732</u>

17. Related party transactions

There were no related party transactions in the current or prior period.

Impelo

England & Wales - Charity number 1161515

Accounts

Charity registration number: 1161515

Impelo

Annual Report and Financial Statements
for the Year Ended 31 March 2022

Impelo

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Impelo

Reference and Administrative Details

Trustees	J O Adams
	E Davies
	A Shayek
	R Liggitt
	D Kerlin
	C Jones
	M Townsend
Charity Registration Number	1161515
Principal Office	The Dance Centre
	Arlais Road
	Llandrindod Wells
	LD1 5HE
Independent Examiner	T Richardson
	Mitchell Meredith Limited
	Chartered Accountants
	The Exchange, Fiveways
	Temple Street
	Llandrindod Wells
	Powys, LD1 5HG

Impelo

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2022.

Objectives and activities

Impelo is a Charitable Incorporated Organisation at the forefront of participatory dance in the UK. It seeks to share the transformational power of dance far and wide, connecting people of all ages and ways of life in joyful expression.

Based in Llandrindod Wells, Powys, as a rurally based dance company, serving the rural local community but also with wide, open wings which can fly to wherever such ideas are needed and bring about real human joy and benefits to individuals and communities well being.

OUR PLACE IN THE WORLD

Impelo is a charitable organisation that seeks to share the transformational power of dance as far and wide as possible, connecting people of all ages and ways of life in joyful expression.

WHAT WE STRIVE FOR

To put the transformative power of dance at the heart of everyday life.

Everybody dancing - for themselves, each other and a better life.

THE JOURNEY WE'RE ON

To connect and inspire individuals, communities and organisations through the joy of dance - empowering curiosity, ambition and lifelong learning.

Public Benefit

In shaping the objectives and planning the activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance on fee charging. The charity relies on grants and the income from fees and charges to cover its operating costs. In setting the level of fees, ticket prices, and other charges the trustees give consideration to the accessibility to activities for those on low income.

Our key strategic aims prioritise work focusing on positive outcomes for communities in the areas of:

Health and wellbeing

Inclusion, diversity and talent

Creative learning

We achieve these public benefits through:

- talent development; investing in and advocating for aspiring, emerging and established dancers, especially from backgrounds which are under-represented in dance.
- our Dance Centre programme; a safe, fun and nurturing space for people to show up just as they are and dance with a wide range of weekly dance workshops and classes, a space to create for Y Nyth (our professional dance network) and our inclusive dance company.
- community projects; co-produced opportunities for and with children and young people, families, differently abled adults and older people - especially those experiencing marginalisation, poor mental and physical health, isolation or who are at risk.
- educational programmes in schools, facilitating rich learning opportunities through quality professional dance, interactions with diverse dancers, and training for educators.

Impelo

Trustees' Report

2021/2022 priorities

Activities, logistics and priorities continued to be shaped and responded to the social impact of the pandemic on communities and the continued requirements for infection prevention. However the year saw an incredible reflowering both of work postponed due to Covid like our toured piece Cell and schools programme Cintetig and new work with people and communities whose mental and physical wellbeing had suffered over the lockdowns. Whilst working outdoors can be a challenge in mid Wales three projects explored possibilities of dancing in the beautiful Powys landscape (Hiraeth and Artscape) which not only reduced covid infection risk but allowed the chance to test new ways of producing dance and connecting with audiences.

Responding to the impact on mental health we developed new programmes for mothers who had had babies during lockdown. Codi our youth programme funded by Tampon Tax saw accelerated work in schools as restrictions eased. In the autumn of 2021 Hiraeth a choreographed youth dance production that had been part of Codi was selected to represent Wales at the prestigious U:Dance national event.

Over the year Impelo facilitated 699 dance sessions with 11,533 participations

For 2021/2022 Impelo had the following strategic aims:

- * Reach and create dance with more people in challenging circumstances;
- * Increase the transformative impact of dancing with us on people's health and joy of learning;
- * Work with great artists to create and tour inspiring and meaningful work with a lasting impact on their audience;
- * Grow a richly diverse and ambitious dance ecology in Powys;
- * Test out new and artistically compelling ways of connecting people with dance;
- * Create and consolidate a sustainable, robust and flexible business and leadership model with a mixed income that suits the way we work;

Partnerships

Key to reaching communities in the most challenging circumstances has been the development of new partnerships over the year, which has increased our reach and practice as we co-produced work with targeted communities, many of whom continued to be socially or clinically impacted by Covid 19

We worked with:

- Powys Sports Development to work in schools through our programme Cintetig
- Dementia Matters in Powys working in meeting centres as they reopened
- Powys County Council, Natural Resources Wales and Articulture on Artscape
- Ballet Cymru to develop new dance practice and develop talent pathways for ballet Duets project in the most economically disadvantaged area in Powys
- MIND for a programme of dance to improve wellbeing of those living with mental health issues
- Flying Start and Afon Dance with the development of Big Fish Baby Fish
- Powys Teaching Health Board and Dementia Matters Powys on Joio, a co-produced programme for people living with memory to improve physical and mental wellbeing and reducing isolation and Bach I lach for early years dance and movement
- Cardiff Metropolitan University on the user led design process for Cintetig
- People Dancing on their 11 Million Reasons project developing inclusive dance practice in Wales
- Haf, providing holiday provision for families in work poverty in Llandrindod Wells
- Ransack Dance residency and youth programme developing Us and Them production and supporting our youth programme Codi
- 31 new artists through Y Nyth, Artscape and Codi projects
- Celf Y Gwympys for artists wellbeing event
- Arfon Dance for Big Fish, Baby Fish pilot

Impelo

Trustees' Report

Delivering on our strategic aims

Health and Wellbeing

AIM:

**Reach and create dance with more people in challenging circumstances*

** Increase the transformative impact of dancing with us on people's health*

Impelo's weekly programme is at the heart of our health and wellbeing work offering low cost dance for all ages. We worked particularly hard to meet the needs of older and physically able adults and teenagers whose mental health was particularly impacted through lockdowns. We made sure that we could provide a safe space to reconnect face to face at the dance centre for those who wanted to.

- Me, myself and us - 38 weekly sessions with adults with learning differences
- Joio our programme for people living with or alongside a dementia diagnosis 29 sessions
- Do your thing - weekly session for older mobile adults - 37 sessions
- MIND dance with people with mental health issues 2 sessions (groups started back much later because of infection anxiety by participants)
- Energise (7-11) and Spark (5-7)- 42 sessions for children
- Youth dance (12 -18), 34 sessions
- Big Fish, Little Fish - for under 5s and their carers 23 sessions
- Codi - our youth designed programme to support body confidence, increase well being and dance technique which included working with Ransack Dance, Yoga and commissioning further work with dance professionals across 19 sessions
- Haf - holiday provision for families in work poverty 13 sessions in special schools
- New programmes for older adults, children and young people and a monthly session for adults were added to this in the last quarter (ballet, and a new 'little fish' programme for pre school year) 85 sessions
- Artist Wellbeing workshop 1 session

Project highlights- Big Fish Baby Fish

The impact of 2020 on half of newborns and their families has been considerable. A survey commissioned by Homestart, Best Beginnings and Parent Infant foundation found that just 1 in 10 (11%) parents of under twos have seen a health visitor face-to-face. Extended family interaction and support had not been possible, groups which connect and provide support for parents and babies locally have been unable to meet. Families with older children have had to homeschool as well as care for newborns and have felt that they have missed out on focused time with their babies

This mix of a breakdown in established pathways of support for the youngest members of our community and their carers is perhaps why nearly half of new mothers meet the threshold for post natal depression (UCL research)

Big Fish Baby Fish supported parents/carers to develop confidence to look after their mental and physical health and to give their children the best start in life - we know that the evidence is unequivocal that the first 1,001 days of a child's life, from pregnancy to age two, lay the foundations for a happy and healthy life.

Through funding from the Social Forum Fund we developed a creative dance and movement methodology and sharing day for dance practitioners across Wales. We co created with mothers (in particular) the sessions themselves

The pilot had 9 sessions with 162 participations. 100% of participants asked, reported they are more confident and using exercises from the sessions at home. Increasing bonding and physical development outside the weekly class. Increased physical confidence in both parent/ carer and baby. 100% sited their wellbeing had improved and 100% rated the programme as 'good or excellent'

Impelo

Trustees' Report

Project Highlight -ARTSCAPE Impelo was the creative partner on a programme developed by Powys County Council, Natural Resources Wales and Articulture and 'involved the creation of a programme of community focused, environmentally themed and locally based creative arts experiences, to improve wellbeing and mental health through happenings and events in the physical landscape and digital space'

35 events happened in three locations and with local communities with 1372 people involved in workshops or as audience members: Hafren Forest and neighbouring villages and towns in North Powys; Llandrindod Lake and woodlands at Llandrindod Wells in Mid Powys; and the Island Fields and the town of Brecon in South Powys "The [pupils] wrote some poetic pieces which illustrated their feelings towards our local landscape...[and] pleaded to world leaders to do what they can to support the natural world...The project enabled the[m] to feel that they had sent a message to others about the importance of acting to inhibit climate change. Climate and ecology were the emphasis but it always came back to life, loss and personal narratives." High school teacher North Powys

For artists creating together after lockdown was 'invigorating.'

"I was inspired by the work that was created. There was incredible collaboration and connection between artists; the projects on the ground were beautiful. This has the potential to become something else."

Inclusion, Diversity and Talent

AIM: *Grow a richly diverse and ambitious dance ecology in Powys*

As demand for our work grows, our biggest organisational risk is the lack of professional dancers in the area.

For us to match the ambition of our work with the talents of professional artists we know that we need to build pathways of dance leadership, dance and choreographic practice, audience focused production, compelling and well paid professional opportunities, CPD and performance opportunities. We want to take the lead in making Powys a great place to grow dance careers through our focus on developing dance and dancers with a diversity of ideas, culture, lived experience, and perspectives to create transformative dance experiences which will in turn inspire the next generation of dancers and dance audiences.

Project highlights: Y Nyth - support for freelance dancers

The challenges for already precarious freelance dance careers have been enormous over the pandemic through support from Foyle Foundation to 'grow the professional dance ecology in rural mid Wales' and the verve of the dancers we work with the funding has an incredible legacy embedding the ideas tested by the dancers into our main programme of work.

It gave me the time and space to nourish my own practice without the pressure of having to "make something". Being around other dance artists provided some perspective about where I am with my practice and it was reassuring to know we all have similar concerns about teaching/being a dance artist. This was really needed, especially post-Covid, but I think it can be useful for practitioners at any stage of their career as quite often we work independently and don't have opportunities to discuss and try out new ideas. Hatch dance artist

The programme supported

- 7 funded digital residencies during lockdown (including 1 early career stage, 1 single parent, 1 POC, 1 Welsh language)
- 2 week residency for 8 dancers Hatch/Deor where new graduates (particularly impacted by lack of professional opportunities) worked with mid career stage professionals
- 34 days of studio time to develop work
- 64 sessions of funding of career/ business support advice
- Dancers time to participate in 25 training sessions offered by national organisations

Impelo

Trustees' Report

- 30 Y Nyth training/networking meetings
- Freelancer Fridays
- Paid for dancers to be part of organisational planning sessions - for example looking at systems/processes and policies in social justice

Through the increased support and dancer led programme that the programme provided we retained all our dancers and through the Hatch/Deor programme gained new young graduate dancers.

Through the digital residency programme

→ 1 dancer explored the possibility of dance to make a difference to people and families living with a cancer diagnosis - we are now working with Powys Teaching Health Board on a programme of dance to improve the cancer journey

→ 3 dancers produced work exploring mental health - Jake Nwogu's film 'for those that struggle' was selected for a showcase at The Place. Rosa Carless and Stan Blakes explored of the impact of lockdown 'Firebreak' have led to commissions by National Dance Company of Wales

Through the Company Class and training programme we have developed several areas of new work led by dancers including:

- Freelancer Friday - a weekly professionally led dance class and networking opportunity
- Big Fish Baby Fish - a dance and movement project with babies born in lockdown
- Improved training and creative methodologies to work with people living with dementia, complex needs, creative education, and neurodivergent children and adults

Through Hatch relationships developed and we supported 3 dancers to be a part of Artscape which was a partnership with Powys County Council and Natural Resources Wales. We supported dancers to create a collaborative site specific dance piece Glanio which we are now looking to 'slow tour' creating site specific iterations of the programme but decreasing the carbon footprint of traditional touring

Creative Learning

AIM:

- * To improve educational outcomes for children by delivering expressive arts and STEM curriculum programmes through artist-led processes involving play, experiment and collaboration.
- * To reach and grow new dance audiences by creating high quality dance co-produced with young people, artists and scientists which tours schools.

With a sparsely populated 2000 sq mile geography and with 99.5 % of children attending school, it is the most effective way to reach the poorest children and their families who have the least access to provision outside of schools.

Impelo's commitment to working with children and young people with the least access to arts and culture which means schools are the best place to make a difference, and we hope inspire future dance audiences and dancers.

Programme Highlights

- 35 sessions of Duets with Ballet Cymru at Ysgol Cribarth
- 14 dance through the curriculum sessions
- 30 dance enrichment sessions in ALN units/special schools
- 1 training session developing dancer confidence, skills and methodology for Cinetig
- 64 Cinetig sessions for pupils
- 68 Cinetig sessions for teachers
- 3 Bach I lach sessions in pre schools

Impelo

Trustees' Report

Project highlights

Cinetig Dance across the curriculum

Children, young people and teachers returning to school after lockdowns with the impending introduction of the new Curriculum for Wales in September 2022 were faced with a number of challenges - from embedding the expressive curriculum into their teaching pedagogy to increased anxiety and poorer concentration.

Cinetig, funded by Powys Sports Development, was developed through a user design process with Cardiff Metropolitan University - reviewing international best practice and interviewing Powys teachers to design a programme which would have a positive and lasting impact for Powys children and young people.

The programme is an in-school teacher training programme that pairs teachers from schools across Powys with a dance practitioner to increase dance/movement activity either in PE, to explore other curriculum areas, or support class wellbeing. Each school has worked with the dancer to create a bespoke approach.

This first phase has seen projects in 18 Powys schools, including 13 primaries (2 Welsh language), 4 secondaries, and one special school.

“We have loved it - working with YOUR pupils in YOUR environment is a much better way to receive training...I am amazed by what they (the pupils) achieved...I was worried about standing at the front of the class teaching dance moves, but when I saw how Beth took ideas from the pupils and developed those - I think we could adapt it to any topic in the future, it's lot easier than you think. The creative aspect of the PE curriculum had been missing - we're definitely ready to add it in now.”

PE teacher - Welshpool High School

Cell

‘An utterly inspiring performance and workshop. The children were awestruck’ Primary teacher

Devised with a team of leading scientists from Imperial College London and the University of Oxford along with BAFTA and Grammy winning artists, we developed a playful, immersive, d/Deaf inclusive landscape exploring the science of the Cell through dance.

Committed to building future audiences for dance and ensuring that all children see the highest quality touring work we secured funding for a tour to Powys schools.

After 3 shows in 2020 we entered the first lockdown and so we were bursting at the seams to get back on the road -

Whilst the show was not about Covid, one of the central stories was that of the 'virus' which really resonated for the children.

Some of the scientists that we had worked with on the R&D from Imperial and Oxford were at the heart of the research behind the vaccine

1186 children from 20 schools joined us inside our inflatable world of stories exploring human cells through dance, digital, music, visuals & workshops

"I like knowing that I have trillions of cells that can do many wonderful things..." KS2 learner

Impelo

Trustees' Report

Future planning

Impelo business plan 2022 -2027 and our operational plan for 2022/2023 setting out its strategic aims, resource allocation and targets for the year for **Arts, Health and Wellbeing, Diversity Inclusion Talent and Creative Learning**. These include further development of under 4s and dementia programmes, 2 artist led projects in communities exploring more sustainable models of production and touring and capitalising on the dance centre as a physical resource to deliver our objectives in the medium to long term by a reconfiguration to provide:

- enhanced accessibility for physically and neuro diverse communities and individuals;
- doubled studio space allowing for development of new Impelo dance projects and production, and supporting the development of talent, educational and career pathways for dancers in Powys;
- Reduced environmental impact and increased digital capacity of the building and organisation which reflects a meaningful response to the climate emergency;
- Increase the percentage of our income from hires and earned income.

Appointment of trustees

The maximum number of charity trustees is 12. Trustees serve for a maximum term of nine years and are elected on renewable terms of between 2 and 4 years to ensure continuity and the right mix of skills as the organisation grows. In 2020/2021 one Trustee left the Board Frederick Greaves and one new Trustee Melissa Townsend joined.

The Board audits the skills and contributions of its trustees biannually. It identifies and recruits new trustees openly through public advertisement and via direct approach when needed to fill any skills gaps or vacancies.

Impelo actively seeks, and has been successful in, appointing trustees from diverse backgrounds. In 2021/2022 the Board comprised 7 Trustees. 4 identified as male and 3 as female, 4 were under 40 years of age and 3 between 40 and 60 years old. 1 as queer, 2 as Welsh speakers, 5 as white British and 1 as British Asian, 3 as living with a disability or health condition

Applications from potential trustees are reviewed by the Board and may be appointed to the Board during the year to fill casual vacancies, with the agreement of the trustees.

Trustee induction and training New trustees receive briefings on the history of the company, the Governing Document, the board and decision-making processes, the business plan and recent financial performance of the company. They also receive a formal induction on their legal obligations under charity law.

Organisation

The board of trustees determines the long-term objectives of the company. It meets quarterly.

In 2021/2022 the Board had one committee with Terms of Reference delegating scrutiny to a Finance committee who are responsible for making recommendations to the Board of Trustees on financial matters.

The Board also has Capital and Safety, health, employment and wellbeing Committees who had no matters delegated by the Board of Trustees in 2021/2022

The Board appoints executive officers, not being members of the board, to discharge the artistic, administrative and other duties necessary for the proper functioning of the CIO.

In December 2021 Artistic Director left the organisation after 9 years in the role. Amanda had led the organisation's transformation from a Powys County Council service to a Charity in 2015, increasing the reach and quality of the work including the integration of produced professional dance for children as part of the the organisation's work

Impelo

Trustees' Report

A new role was trialled on a fixed term basis to increase the richness and reach of the Welsh language within projects and programmes

Artistic Director Amanda Grifkin (part time) until December 2021

Executive Director Suzy West (part time)

Programme and Marketing Co ordinator Jemma Thomas (part time) Interim Artistic Director (from December 2021)

Assistant Welsh Language Producer Bethan Cooper (part time)

Administrator Tracy Hutton (part time)

Impelo has a pool of talented and experienced freelance dance practitioners (Yr Nyth) and other creatives, who are contracted to work on programmes and projects. We worked with 22 freelance dancer during 2021/2022.

Trustees gave their time freely during the year under review, receiving no remuneration for their services.

Risk Management

Impelo, in common with all charities, faces a level of risk across its activities. Risk assessment is embedded within the organisation, including the building of contingencies into budgets, and all our activities are rigorously risk assessed. In accordance with good practice guidelines from the Charity Commission, the trustees identify, assess and monitor risks in the following areas: People, Operations, Compliance, Financial and Reputational

The trustees' risk management strategy includes: annual internal control review, in line with Charity Commission guidelines, the establishment of policies, systems and procedures to mitigate any identified risks arising from annual review, delegated responsibility for risks relating to compliance, management accounting systems which identify and manage our key financial risks

Finances

Impelo managed the ongoing increased expenditure with ongoing requirements of managing a Covid safe space -social distancing/PSE/cleaning costs and our capacity to earn income due to reduced capacity/closure/changes in business practice/partners capacity to commission with additional work required to 'make things happen.'

We carried over £51236 of restricted funding from 20/21 the majority of which had been associated with projects that had been wholly or partially postponed due to the pandemic. Knowing that there would be increased costs associated with these projects (conceived in the main pre pandemic) the Board agreed that reserves be designated to cover increased costs due to either 2 year postponements or increased costs to cover covid infection management - in particular Cell tour.

The mix of increased costs directly or indirectly related to the pandemic, project commitments costed pre pandemic and increased delivery in the year meant that whilst our balance sheet strengthened the year showed a deficit.

The backlog of projects with restricted incomes meant that we reduced our ambitions for new funding and commission for all but high priority projects which included arts and health in particular with new commissions or grants from Powys Teaching Health Board, the regional commissioning partnership (Social Value Forum)

Our partnership with Powys Sports Development continued into it's second year and has underwritten the Cinetig schools project and its success.

Impelo

Trustees' Report

With the increasingly inflationary climate emerging at the end of the year the opportunity to increase earned income through capital development, our track record of successful projects particularly in the area of health and learning with potential for new commissioned work to diversify income, our entrepreneurial approach and our allocation of funding through designated reserves to develop and monetise key areas for Impelo's future sustainability will support us as we like other charities continue to weather the storm.

Reserves Policy

Impelo has succeeded in maintaining the healthy level of reserves which it had accumulated in previous years. Aside from the costs of winding up the CIO, the major designation is for the purchase and match funding for the redevelopment of the organisation's base, the Dance Centre.

The Trustees have reviewed the charity's reserves policy in line with the guidance issued by the Charity Commission and recognise the need to safeguard against potential reductions in grant aided income, fluctuations in earned income and unplanned expenditure.

Based on the risk calculation for the financial year 2022/2023 it is agreed that Trustees would hold a minimum of 3 months of current levels of operating expenditure in reserves to meet the costs of winding up the CIO.

Specific Reserves

Impelo also agreed surplus funds to be held in reserve to deliver Impelo's Charitable objectives. To do this the following reserves have been established:

- **Capital Reserve - £176,000** to be retained for purchase and refurbishment of the Dance Centre, Arlais Road.
- **Sustainability Reserve - £30,882** to invest in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas for the organisation to assure future sustainability.

The annual report was approved by the trustees of the charity on 12 January 2023 and signed on its behalf by:

J O Adams
Trustee

Impelo

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources 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 Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 proper accounting records that 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, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees 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.

Impelo

Independent Examiner's Report to the trustees of Impelo

I report to the trustees on my examination of the accounts of Impelo for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of Impelo 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 Impelo'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 that in any material respect:

1. accounting records were not kept in respect of Impelo 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 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.

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.

T Richardson

Mitchell Meredith Limited
Chartered Accountants
The Exchange, Fiveways
Temple Street
Llandrindod Wells
Powys, LD1 5HG

12 January 2023

Impelo

Statement of Financial Activities for the Year Ended 31 March 2022

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies		126,672	19,706	146,378	199,185
Charitable activities		24,400	28,195	52,595	25,043
Investment income	5	44	-	44	117
Total income		<u>151,116</u>	<u>47,901</u>	<u>199,017</u>	<u>224,345</u>
Expenditure on:					
Charitable activities		<u>(180,532)</u>	<u>(54,305)</u>	<u>(234,837)</u>	<u>(175,967)</u>
Total expenditure		<u>(180,532)</u>	<u>(54,305)</u>	<u>(234,837)</u>	<u>(175,967)</u>
Net movement in funds		(29,416)	(6,404)	(35,820)	48,378
Reconciliation of funds					
Total funds brought forward		<u>239,873</u>	<u>51,236</u>	<u>291,109</u>	<u>242,731</u>
Total funds carried forward	13	<u>210,457</u>	<u>44,832</u>	<u>255,289</u>	<u>291,109</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 13.

Impelo
(Registration number: 1161515)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	2,311	3,716
Current assets			
Debtors	11	26,453	16,306
Cash at bank and in hand		<u>246,189</u>	<u>286,852</u>
		272,642	303,158
Creditors: Amounts falling due within one year	12	<u>(19,664)</u>	<u>(15,765)</u>
Net current assets		<u>252,978</u>	<u>287,393</u>
Net assets		<u><u>255,289</u></u>	<u><u>291,109</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		44,832	51,236
Unrestricted income funds			
Unrestricted funds		<u>210,457</u>	<u>239,873</u>
Total funds	13	<u><u>255,289</u></u>	<u><u>291,109</u></u>

The financial statements on pages 13 to 24 were approved by the trustees, and authorised for issue on 12 January 2023 and signed on their behalf by:

J O Adams
Trustee

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

1 Accounting policies

Impelo is a Charitable Incorporated Organisation. The address of the registered office is given in the charity information on page 1 of these financial statements.

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Impelo meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable entity for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	over 4 years

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds of the charity which the trustee's have decided at their discretion to set aside to use for a specific purpose.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

2 Income from donations and legacies

	Unrestricted		Total	Total
	General	Restricted	2022	2021
	£	£	£	£
Donations and legacies;				
Donations	-	-	-	10
Grants receivable (note 3)	126,672	19,706	146,378	199,175
	<u>126,672</u>	<u>19,706</u>	<u>146,378</u>	<u>199,185</u>

3 Grants

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2022	2021
	£	£	£	£
ACW - Arts Portfolio Wales 2021-22 grant	113,841	-	113,841	113,841
PCC - Annual grant Award 2021-22 grant	10,484	-	10,484	16,640
NESTA - Y Lab Nourish grant	-	7,750	7,750	-
PAVO SVDF Big Fish	-	4,862	4,862	-
ACW - Professional Fees grant	-	2,294	2,294	-
Powys Public Health Team grant	-	4,800	4,800	-
ACW - Covid-19 funding	1,585	-	1,585	14,265
HMRC Coronavirus Job Retention Scheme	762	-	762	9,513
ACW - Creative Collaboration grant	-	-	-	1,475
Lottery Community Fund Awards for All	-	-	-	9,233
CFW Tampon Tax Community grant	-	-	-	9,058
Foyle Foundation grant	-	-	-	10,000
PCC Lockdown grants	-	-	-	13,000
PAVO Covid-19 funding	-	-	-	800
NESTA Sprint grant	-	-	-	1,350
	<u>126,672</u>	<u>19,706</u>	<u>146,378</u>	<u>199,175</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Venue hire	2,623	-	2,623	1,512
Production income	901	-	901	900
Participant fees	9,365	-	9,365	580
Commissions	11,511	-	11,511	3,844
Merchandise	-	-	-	11
PCC Sports Development	-	-	-	10,000
PCC Sports Development - Credu Project	-	-	-	8,196
PCC Dance and movement workshops	-	300	300	-
PCC School Missing Middle Mindful Movement Project	-	6,000	6,000	-
PCC - Arts in Health Event Horizon Project	-	2,815	2,815	-
PCC - Arts in Health Event	-	2,750	2,750	-
PCC - Bach a Iach	-	16,330	16,330	-
	<u>24,400</u>	<u>28,195</u>	<u>52,595</u>	<u>25,043</u>

5 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>44</u>	<u>44</u>	<u>117</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

6 Expenditure on charitable activities

	Total 2022 £	Total 2021 £
Core activity	98,264	64,281
Staff costs	103,758	88,586
Premises and building maintenance	18,974	16,438
Administration	9,676	3,097
Governance	2,760	2,160
Depreciation	1,405	1,405
	<u>234,837</u>	<u>175,967</u>

£180,532 (2021 - £152,701) of the above expenditure was attributable to unrestricted funds and £54,305 (2021 - £23,266) to restricted funds.

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	93,072	79,574
Social security costs	3,034	2,002
Pension costs	5,123	6,318
Other staff costs	<u>2,529</u>	<u>692</u>
	<u>103,758</u>	<u>88,586</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

The monthly average number of persons (including senior management team) employed by the charity during the year including full and part time staff was as follows:

	2022 No	2021 No
Charitable activities	<u>5</u>	<u>5</u>

3 (2021 - 4) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £5,123 (2021 - £6,318).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £52,289 (2021 - £59,951) .

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2021	<u>5,613</u>	<u>5,613</u>
At 31 March 2022	<u>5,613</u>	<u>5,613</u>
Depreciation		
At 1 April 2021	1,897	1,897
Charge for the year	<u>1,405</u>	<u>1,405</u>
At 31 March 2022	<u>3,302</u>	<u>3,302</u>
Net book value		
At 31 March 2022	<u>2,311</u>	<u>2,311</u>
At 31 March 2021	<u>3,716</u>	<u>3,716</u>

11 Debtors

	2022 £	2021 £
Debtors	<u>26,453</u>	<u>16,306</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Creditors and accruals	19,664	15,765

13 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	45,373	151,116	(180,532)	(12,382)	3,575
<i>Designated</i>					
Future capital plans	146,000	-	-	30,000	176,000
Key strategic projects	48,500	-	-	(17,618)	30,882
	194,500	-	-	12,382	206,882
Total unrestricted funds	239,873	151,116	(180,532)	-	210,457
Restricted funds					
CFW Ashley Family Foundation	4,238	-	(4,238)	-	-
CFW Powys Welsh Church Act	3,080	-	(3,080)	-	-
PCC Mindful Movement Project	26,870	-	(11,389)	-	15,481
Lottery Community Fund Awards For All	10	-	(10)	-	-
CFW Tampon Tax Community Fund	8,184	-	(8,184)	-	-
Foyle Foundation	3,225	-	(3,225)	-	-
PCC Play Funding	5,629	-	(2,650)	-	2,979
NESTA Y Lab Nourish grant	-	7,750	(6,242)	-	1,508
PAVO SVDF	-	4,862	(4,862)	-	-
ACW Capital	-	2,294	(2,294)	-	-
PPHT Bach a Iach	-	4,800	(1,831)	-	2,969
PCC Dance and movement workshops	-	300	(300)	-	-
PCC Schools Cintetig	-	6,000	(6,000)	-	-
PCC Arts in Health Event HORIZON	-	2,815	-	-	2,815
PCC Arts in Health Event	-	2,750	-	-	2,750

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
PCC Bach a Iach	-	16,330	-	-	16,330
Total restricted funds	<u>51,236</u>	<u>47,901</u>	<u>(54,305)</u>	<u>-</u>	<u>44,832</u>
Total funds	<u>291,109</u>	<u>199,017</u>	<u>(234,837)</u>	<u>-</u>	<u>255,289</u>

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	123,995	178,579	(152,701)	(104,500)	45,373
<i>Designated</i>					
Future capital plans	65,000	-	-	81,000	146,000
Key strategic projects	<u>25,000</u>	<u>-</u>	<u>-</u>	<u>23,500</u>	<u>48,500</u>
	<u>90,000</u>	<u>-</u>	<u>-</u>	<u>104,500</u>	<u>194,500</u>
Total unrestricted funds	<u>213,995</u>	<u>178,579</u>	<u>(152,701)</u>	<u>-</u>	<u>239,873</u>
Restricted					
CFW Ashley Family Foundation	4,238	-	-	-	4,238
ACW Creative Collaborations	-	1,475	(1,475)	-	-
CFW Powys Welsh Church Act	4,200	-	(1,120)	-	3,080
PCC Mindful Movement Project	20,298	10,000	(3,428)	-	26,870
Lottery Community Fund Awards For All	-	9,233	(9,223)	-	10
CFW Tampon Tax Community Fund	-	9,058	(874)	-	8,184
Foyle Foundation	-	10,000	(6,775)	-	3,225
PCC Play Funding	<u>-</u>	<u>6,000</u>	<u>(371)</u>	<u>-</u>	<u>5,629</u>
Total restricted funds	<u>28,736</u>	<u>45,766</u>	<u>(23,266)</u>	<u>-</u>	<u>51,236</u>
Total funds	<u>242,731</u>	<u>224,345</u>	<u>(175,967)</u>	<u>-</u>	<u>291,109</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

The specific purposes for which the funds are to be applied are as follows:

CFW Ashley Family Foundation Grant towards 3 weeks fees and expenses to cover Cell lab days in 22 Powys Schools, together with learning resources and management.

CFW Powys Welsh Church Act Grant towards 3 weeks fees and expenses to cover Cell lab days in 22 Powys Schools.

ACW Creative Collaborations fund for creative organisations and schools working together.

Funding received from Powys County Council towards the Mindful Movement project.

Lottery Community Fund - Awards for All - Joio a programme - people using dance to support older feel happier, healthier and more connected.

CFW Wales Tampon Tax Community Fund grant - Codi a programme co designed with rural teenage girls to improve confidence and aspirations through working with professional dancers and artists and showcasing their work on professional stages.

Foyle Foundation grant towards the Y Nyth project , a professional development programme for emerging and mid-career dancers in rural mid Wales.

Powys County Council project supporting the development of 'play packs'.

NESTA Y Lab Nourish grant - funding for innovation and scaling Joio - arts and health project for people living with and alongside dementia.

PAVO Social Value Forum Development Fund - funding to trial work with carers and babies born in lockdown.

ACW grant towards a project supporting Professional Fees RIBA Stage 3 planned redevelopment of the dance centre.

Powys Public Health Team grant to support movement and wellbeing through dance for pre school as part of Bach a Iach programme.

PCC Dance and movement workshops in school holidays.

PCC School Missing Middle Mindful Movement Project supporting Cintetig a programme supporting schools to use dance across the curriculum.

PCC Arts in Health Event HORIZON and PCC Arts in Health Event is funding to produce a Strategic Arts & Health conference in Powys.

PCC Bach a Iach supporting dance across the curriculum in Powys schools.

Designated funds

The board has designated unrestricted reserves of £176,000 for the purchase and refurbishment of the Dance Centre, Arlais Road and £30,882 to invest in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas for the organisation to assure future sustainability.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2022

14 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2022
	General	Designated		
	£	£	£	£
Tangible fixed assets	2,311	-	-	2,311
Current assets	20,927	206,882	44,832	272,641
Current liabilities	(19,664)	-	-	(19,664)
Total net assets	<u>3,574</u>	<u>206,882</u>	<u>44,832</u>	<u>255,288</u>

15 Related party transactions

There were no related party transactions in the year.

Impelo

England & Wales - Charity number 1161515

Accounts

Charity registration number: 1161515

Impelo

Annual Report and Financial Statements
for the Year Ended 31 March 2021

Impelo

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Impelo

Reference and Administrative Details

Trustees	F Greaves
	J O Adams
	E Davies
	A Shayek
	R Liggitt
	D Kerlin
Principal Office	C Jones
	The Dance Centre
	Arlais Road
	Llandrindod Wells
	LD1 5HE
Charity Registration Number	1161515
Independent Examiner	T Richardson
	Mitchell Meredith Limited
	Chartered Accountants
	The Exchange, Fiveways
	Temple Street
	Llandrindod Wells
	Powys, LD1 5HG

Impelo

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2021.

Objectives and activities

Impelo is a Charitable Incorporated Organisation at the forefront of participatory dance in the UK. It seeks to share the transformational power of dance far and wide, connecting people of all ages and ways of life in joyful expression.

Based in Llandrindod Wells, Powys, as a rurally based dance company, serving the rural local community but also with wide, wide wings which can fly to wherever such ideas are needed and bring about real joy and benefits in individuals and communities well being.

OUR PLACE IN THE WORLD

Impelo is a charitable organisation that seeks to share the transformational power of dance as far and wide as possible, connecting people of all ages and ways of life in joyful expression.

WHAT WE STRIVE FOR

Putting the transformative power of dance at the heart of everyday life.

Everybody dancing - for themselves, each other and a better life.

THE JOURNEY WE'RE ON

To connect and inspire individuals, communities and organisations through the joy of dance - empowering curiosity, ambition and lifelong learning.

Our Values

Diversity - It takes a diversity of ideas, culture, lived experience, and perspectives to create transformative dance experiences and to support Impelo's innovation and creativity.

Equality - We acknowledge how our historic programmes, spaces and systems have impacted on geographies of poverty and opportunity in Powys and beyond, where people have been marginalised or underrepresented. We take intentional action to change this and strengthen our work through actionable knowledge from research, practice, individual differences, life experiences, knowledge, innovation, self-expression, and the talents of the communities, freelancers and employees we work with.

Inclusion - Impelo meets minds and bodies just as they are to co-design transformative dance experiences and opportunities to create dance, and work with us through active, intentional, relevant connection. We listen to communities and individuals and through creative conversation 'make space' to acknowledge the complex ways we engage within systems and institutions and seek to address the cultural, functional and aspirational barriers to build trusting relationships.

Belonging - the creation of safe, fun and nurturing spaces with and for people to show up just as they are and dance. Even as we know it will be a different mix for each community we build programmes with; we are sure that connection, being seen and heard for our unique contributions, feeling safe to take risks and have fun and feeling proud of what we have achieved, underpin a sense of belonging for participants

How we work

'The Professionals'

We always use professional dancers who are supported in their practice through an ongoing programme of CPD and opportunities for creative growth provided by Y Nyth.

Impelo

Trustees' Report

‘We Dysgu’

The Welsh word ‘dysgu’ can mean to teach or to learn. The context is everything. In the Impelo context ‘dysgu’ means both; we both learn and impart learning as Impelo artists and practitioners. To this end, we happily seek expertise from partners to expand our knowledge and skills, and to inform programme design. For our sci-dance productions we involved world-leading scientific researchers, and health professionals for our Health & Wellbeing programme.

‘Coming to Meet’

It all begins before a session and starts with a conversation - between partners, potential participants, dancers and arts producers. This helps us understand the need, participants’ lived experience and their taste, culture and interest which will inform our co-designed project.

‘The Road Map’

We always use a logic model (or story of change) that sets out our journey, helps us to track progress, manage expectations, and enables us to recognise success or understand how and why we failed.

‘Compassionate Creativity’

Creativity and self expression are woven into the fabric of a session with sensitivity and appropriateness to the ‘dance confidence’ level of the group. We recognise that rewarding self-expression can be found even in the simplest of taught routines, and is an effective way of nurturing participant confidence which is grown over the course of a project or programme, resulting in more ambitious creative asks or tasks over time.

‘Holding the Space’

We welcome warmly, meeting our dance participants’ minds and bodies just as they are. We are our embodied, authentic selves and we recognise that this ‘transmission’ of qualities, values and ways of being is an effective way for participants (particularly on our training programmes) to learn.

‘Fun at the Front End’

Whilst meticulous research and development goes into the design of our programmes - we always bring in health/education/access expertise to hone dance’s capacity to create change - the participants’ experience is fun and life enhancing. The fun factor runs throughout the programme - from the way in which it is marketed, the informal and friendly nature of early stage conversations, right down to the time of evaluation.

‘Dancing on a Friday kept me happy all weekend!’ - Joio participant

Public Benefit

In shaping the objectives and planning the activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance on fee charging. The charity relies on grants and the income from fees and charges to cover its operating costs. In setting the level of fees, ticket prices, and other charges the trustees give consideration to the accessibility to activities for those on low income.

We achieve these public benefits through

- talent development; investing in and advocating for aspiring, emerging and established dancers, especially from backgrounds which are under-represented in dance.
- our Dance Centre programme; a safe, fun and nurturing space for people to show up just as they are and dance with a wide range of weekly dance workshops and classes, a space to create for Y Nyth (our professional dance network) and our inclusive dance company.

Impelo

Trustees' Report

- community projects; co-produced opportunities for and with children and young people, families, differently abled adults and older people - especially those experiencing marginalisation, poor mental and physical health, isolation or who are at risk.

- educational programmes in schools, facilitating rich learning opportunities through quality professional dance, interactions with diverse dancers, and training for educators.

Aims for 2020/2021

For 2020/2021 Impelo had the following strategic aims:

- * Reach and create dance with more people in challenging circumstances;
- * Increase the transformative impact of dancing with us on people's health and joy of learning;
- * Work with great artists to create and tour brave, inspiring and meaningful work with a lasting impact on their audience;
- * Grow a richly diverse and ambitious dance ecology in Powys;
- * Test out new and artistically compelling ways of connecting with people dance;
- * Create and consolidate a sustainable, robust and flexible business and leadership model with a mixed income that suits the way we work;
- * Capitalise our physical facilities potential to grow our artistic and financial future;

With the onset of the pandemic, our tour of Cell, produced with scientists from Imperial College and Oxford University for children 8-11, and our programme of 23 weekly projects were all paused whilst we, like the rest of the third sector, figured out how to make a difference in delivering our strategic aims in a very changed world.

Over 2020/2021 we co-produced projects and delivered 342 health and wellbeing sessions, 60 Creative learning sessions, 55 inclusion, diversity and talent sessions which have helped improve the happiness and health of 17,268 participants.

Making the joy and power of dance accessible to everyone is what drives us. Knowing access to online content would be difficult for some, we sought the best ways to reach out, with DVDs for older and differently abled adults and an Impelo Cymru TikTok with over 350,000 views.

'I feel on a high for the rest of the day. I love it, I absolutely love it. I feel up-beat all day and I think that's been a universal response. I wouldn't normally dance in a real-life class but I don't feel at all self-conscious doing it here. I just focus on the dancer and let go - you feel safe in your little box!' Online Do Your Thing participant.

We lost a lot - nearly 33% of our projected income and spend, the transformative joy of dancing together, being in an office space to hatch and nurture the growth of new programmes, 2 of our freelance dancers to England, our freelancers lost income as tours and programmes were cut short.

Our communities lost too - family members, face to face connection (not just with us), physical and mental wellbeing, jobs, income and confidence in learning. It has been a time of challenge for each of us as individuals, community and as a nation, and the challenge continues.

We also learned a lot - our promise 'To connect and inspire individuals, communities and organisations through the joy of dance - empowering curiosity, ambition and lifelong learning echoed in the detail of the strategic aims developed in last years business plan sang out through our pivoted community programme to online. Our ambitions were 'tested' and the compass for our work during the ongoing pandemic and we were delighted that they were relevant and resonant, underpinning our programme and increasing the physical and emotional well being of the thousands that took part.

Impelo

Trustees' Report

We learned how flexible, agile and audience focused we are as a team (dancers and employees), learning and accelerated growth for new digital skills and capacities that focused on relevant content for those in the greatest challenge.

We learned that face to face is incontrovertibly the place to create real change for people. We learned that despite working across 2000sq miles and the challenges that this presents, digital learned that despite working across 2000sq miles and the challenges that this presents, digital does not address these distances (as we previously thought) but it will be an exciting part in our future programme mix.

We learned that we are up for embracing the radical changes that came from reflecting deeply on our old model of 'delivering to' through weekly classes (we've been pondering this model for years since it loses money and does not reach those least likely to access culture or living in challenging circumstances) rather than 'with' communities (our 'shadow' practice since 2017), dispersed leadership, the delight that digital has 'allowed' different people in the room, systemic change in the light of climate emergency and social justice.

We have also learned how interconnected we are - which has grown into a stronger relationship with place and community - new understandings of the fragility of rural supply chains and an increasing understanding of the attitudinal, practical and functional barriers which have created social inequalities in the arts. So we have redirected our future programme reach far wider and develop an accessible dance centre to increase inclusivity, with the opportunity for real progression for people and connection with each other through dance.

Whilst a challenging year, the development of digital space and wellbeing through dance, as well as new partnerships, has borne co-producing programmes with targeted communities as well as further development of our practice and reach through 2020/2021.

Partnerships

Key to reaching communities in the most challenging circumstances has been the development of new partnerships over the year, which has increased our reach and practice as we co-produced work with targeted communities, many of whom were clinically vulnerable and isolated for the year.

We worked with:

- Ceredigion to produce wellbeing packs for young carers who were isolated at home looking after vulnerable parents/carers
- Ballet Cymru to develop new dance practice and develop talent pathways for ballet Duets project in the most economically disadvantaged area in Powys
- Powys Sports Development producing a online dance and wellbeing programmes for children and young people struggling with 'home school'
- MIND for a programme of dance to improve wellbeing of those living with mental health issues
- Perthyn and Llys Glan Yr Afon - care and support homes for adults with additional care needs on JOIO co-designed by Impelo, the dancers, partner organisations, participants, staff, volunteers and, where appropriate, carers and family members
- Y Lab, Tenovus Choir and visual artist Megan Wyatt on a pilot project to connect families with a parent living with dementia
- Powys Teaching Health Board and Dementia Matters Powys on Joio, a co-produced programme for people living with memory to improve physical and mental wellbeing and reducing isolation
- Shropshire Inclusive Dance who mentored dancers to support the development of our methodology of working with people living with dementia and differently abled adults
- People Dancing on their 11 Million Reasons project developing inclusive dance practice in Wales
- Ransack Dance who kicked off our youth programme Codi with an online residency
- PAVO digital befrienders on a co-produced programme with isolated adults

Impelo

Trustees' Report

- ArtWorks Cymru and Arts Connection on a networking and solution finding event for rurally based artists and arts organisations to look at the particular challenges we faced in the pandemic
- Powys County Council on a range of projects including a programme of wellbeing for council and school employees

Delivering on our strategic aims - programme highlights

AIM: **Reach and create dance with more people in challenging circumstances*

**Increase the transformative impact of dancing with us on people's health*

**Test out new and artistically compelling ways of connecting with people dance*

Programme - Impelo programme with a difference....

Over the year we developed new methodologies with dancers, a mix of pre recorded, live digital, blended and other digital resources like Pinterest and TikTok as well as DVDs to ensure we met people where they were - mitigating rural broadband, changing appetites to being online, functional barriers to accessing technology for some participants to produce and co-produce artistically compelling ways of improving physical and mental health and connecting people through dance.

We worked particularly hard to meet the needs of older and physically able adults and teenagers whose mental health was particularly impacted through lockdowns. We made sure that we could provide a safe space to reconnect face to face at the dance centre for those who wanted to as soon as permitted.

'Thank you for all the work you have done to get back to dancing live - I had been feeling so lonely' Older adult Do Your Thing participant.

We delivered our digital/blended/face to face year with the same level of artistic ambition, high production values and community connection as pre pandemic. This included:

- Me, myself and us - 17 weekly sessions with adults with learning differences.
- Gentle moves pre recorded sessions for adults with mobility issues.
- Bore Dawnsio - Welsh language dance for children and families during school closures, 14 sessions.
- Do your thing - weekly session for older adults.
- Wellbeing Wednesdays.
- Wiggle with a giggle - for Powys befrienders.
- MIND dance with people with mental health issues.
- Energise (7-11) and Spark (5-7)- 57 sessions for children.
- Youth dance (12 -18), 35 sessions.
- Discover dance, 9 development sessions.
- Big Fish, Little Fish - 25 sessions for under 5s and their carers.
- Codi - our youth designed programme to support body confidence, increase well being and dance technique which included working with Ransack Dance, Yoga and commissioning further work with dance professionals across 13 sessions.
- 12 dance sessions in special schools.
- 32 sessions of Duets with Ballet Cymru at Ysgol Cribarth.
- 9 dance through the curriculum sessions.
- 12 Cell Digi dance sessions - repurposing the learning from Oxford University and Imperial College (who were at the heart of working to understand of Covid 19) our paused production of Cell dancers worked in school exploring the science of the Cell through dance and movement to increase understanding and mental wellbeing of children as they returned to a school learning environment.

Impelo

Trustees' Report

- Social media - we used Facebook to deliver live sessions and increase community connections through professionally led accessible dance. TikTok helped us engage with teens in a place that felt comfortable for them and again working with a professional dancer to create fun dance content to increase young people's wellbeing.
- Severn Wye Energy as part of Haf activities for families in work poverty in Llandrindod Wells.
- Monster movin' Zoom half term workshop, made bespoke for online delivery, Rosa and Jake.
- Big Fish Little Fish @home - weekly live sessions with pre-recorded games/ activities, and including loads of bespoke resources in different themes.

'My son isn't usually one to want to get involved with things like this (I had so much trouble trying to get him to get involved with Joe Wicks during lockdown part 1), so I was really worried about how he would be this morning. I really didn't need to have worried though - I kept popping my head into the room to check in with him and he was beaming from ear to ear! He came out of the session full of joy and so excited for tomorrow'.
Monster Movin' Zoom workshop participant.

Project -Joio

One of the highlights of the year was Joio originally planned to take place in Ystradgynlais and funded by Awards for All. We moved the programme on line with our partners with the shared aim of keeping people happy, healthy and feeling connected during lockdown.

Powys has one of the oldest populations in Wales and with the "65 plus" population (currently 34,158) projected to increase by 38% by 2036 (to 47,165). The "85 plus" population is expected to increase by 159% by 2036 (4,547 to 10,879 (ONS, 2015)). Like the rest of our sparsely populated county, older people are more likely to live in isolated areas. The particular clinical vulnerability of this age group to Covid 19 meant this isolation was exacerbated and we wondered if dance could play a role in tackling this, which according to the Institute for Research and Innovation in Social Services (IRISS) is inherently preventative in terms of delaying or avoiding the need for more intensive support.

It is so invigorating and great to have another way to connect with people. I didn't expect to get the 'buzz' you feel afterwards. And as well as connecting, you get the health benefits of cardio, stretching and the music makes it fun. It's a continuous circle of feel good' Joio participant.

The project was co produced with participants each to meet the needs and interests of the participants in each setting. For example 'Around the World in 80 Dances' or seated participants in Llys Glan Yr Afon were especially eager to target their circulation and leg mobility.

Joio delivered:

- 47 sessions
- With 227 participations
- Training for support staff in residential settings to increase their confidence in using dance
- Mentoring and training for dancers to develop our professional practice
- Increased organisational understanding of how dance can improve mental and physical wellbeing of older and differently able adults and the development of a successfully funded project through Y Lab Nourish to scale up work with people living with a dementia diagnosis in partnership with Powys Teaching Health Board and Dementia Matters Powys

Our partners were Dementia Matters Powys who were originally running 4 meeting centres across Powys to support people living with dementia and their carers, this quickly became one weekly virtual meeting centre where they could meet up along with trained staff.

Impelo

Trustees' Report

Perthyn is a registered charity that provides support primarily to people with a learning disability across Wales and England. In Powys, they manage supported living houses occupied by up to 7 adults with a range of learning differences. We worked with two managers across their respective four houses to create bespoke mini projects, one in North Powys, the other in South Powys.

Llys Glan Yr Afon was the first extra care scheme in Powys to offer a new way of living independently but with access to care on-site 24 hours a day. It is a residential setting for adults with a care need, with optional communal space, activities and support. There are currently 49 residents aged between 21 - 94, some with dementia, some with a mild learning disability, many of the younger residents have mental health issues. We set-up an active group (mornings) and a seated group (afternoons).

AIM: Grow a richly diverse and ambitious dance ecology in Powys

Programme: Y Nyth - support for freelance dancers

The challenges for freelancers have been enormous. Our pivot to online and repurposing creative projects meant that our spend on freelance artists was £43,724.25 in 20/21 (in 2019/2020 it was at £45,014) so that our investment in freelance practitioners was consistent with previous years, allowing dancers to stay in the profession.

Through support from Foyle Foundation in 20/21 we also supported:

- 7 funded digital residencies (1 early career stage, 1 single parent, 1 POC, 1 Welsh language).
- 27 days of studio time.
- 42 sessions of funding of career/ business support advice.
- Paid for dancers time to participate in Wales dance network meetings.
- 12 Y Nyth training/networking meetings really popular and supportive WhatsApp group (identified by dancers as being a real source of support/motivation/wellbeing in 2020 survey).
- 9 professional dance 'classes'.
- Paid for dancers to be part of organisational planning sessions - for example looking at systems/processes and policies in social justice.
- Financially supported freelance task force.

'In a way this situation has brought Impelo staff and freelancers together as a supportive unit, emotionally, artistically and practical support' Y Nyth (Impelo professional dance network) member.

We had Emergency COVID funding from ACW almost entirely focused on freelancers: Impelo supported 3 freelance practitioners to develop new programmes of work. 1 Welsh Language, 1 POC and 1 recent graduate/early career stage. Each of these development projects has led to programmes that will be part of Impelo's main programme 2021/2022 and led by those dancers.

We provided additional support for freelancers who faced particular challenges - such as being single parents or being less confident in the use of technology to ensure that they could be commissioned for digital delivery. This added up to 30% financially to the unit cost for work.

100% of dancers felt that the support, training, networking events Impelo delivered were of great benefit to their practice, career, finances and wellbeing in 20/21. In particular the increase connectivity and support offered through digital connection but 'local' love for geographically spread workforce.

84% of dancers felt that national networking events that we supported them to go to were helpful.

'You guys are just the best! I love working as part of Team Impelo - staff provide a safe space where I feel I can be honest (without judgement), where I feel supported and at ease making requests and asking questions. The support and follow ups are simply outstanding' Y Nyth (Impelo professional dance network) member.

Impelo

Trustees' Report

Future planning

Impelo business plan 2020 -2023 and our operational plan for 2021/2022 setting out its strategic aims, resource allocation and targets for the following priorities next year:

Arts, Health and Wellbeing - Joio programme with people living with dementia and their carers in partnership with Powys Teaching Health Board and Dementia Matters in Powys.

Research, development and testing exploring differentiation and development of a range of creative interventions and partnerships to co-design across a spectrum programmes with 60plus age group.

Dance and movement with babies born in lockdown and their parents to mitigate the increase in post natal depression and isolation.

Regular weekly programme including Big Fish Little Fish, Me, Myself and Us, Do Your Thing, Energise, spark, Youth, additional youth sessions, break, musical movers, Tuesday Dancing, Mind monthly, adult ballet.

Artscape a programme of outdoor work to increase wellbeing in partnership with Powys County Council, Natural Resources Wales and 4Pi digital.

Codi youth programme developing confidence, professional pathways, commission professional dancers/choreographers/orgs.

Diversity Inclusion Talent Y Nyth Dancer graduate/early career stage residency - Hatch/Deor and 10 professional networking and training opportunities.

11 Million Reasons in partnership with People Dancing development of inclusive dance company.

Duets in partnership with Ballet Cymru improve access to dance technique to communities with high levels of deprivation.

Capital redevelopment.

Development of Welsh language project with communities around the Epynt.

Increase Welsh language skills within the organisation.

Creative Learning Cinetig working with 18 schools, 900 pupils participating, 6 teacher sessions, evidence of changes made and digital resource.

Bach i Iach -

8 sessions delivered - 48 participations early years and KS1 teachers.

Cell Tour 8 schools.

Appointment of trustees

The maximum number of charity trustees is 12. Trustees serve for a maximum term of nine years and are elected on renewable terms of between 2 and 4 years to ensure continuity and the right mix of skills as the organisation grows. In 2020/2021 two Trustees left the Board: James Williams and Sally Stote.

The Board audits the skills and contributions of its trustees biannually. It identifies and recruits new trustees openly through public advertisement and via direct approach when needed to fill any skills gaps or vacancies.

Impelo actively seeks, and has been successful in, appointing trustees from diverse backgrounds.

Applications from potential trustees are reviewed by the Board and may be appointed to the Board during the year to fill casual vacancies, with the agreement of the trustees.

Trustee induction and training New trustees receive briefings on the history of the company, the Governing Document, the board and decision-making processes, the business plan and recent financial performance of the company. They also receive a formal induction on their legal obligations under charity law.

Impelo

Trustees' Report

Organisation

The board of trustees determines the long-term objectives of the company. It meets quarterly.

In 2020/2021 the Board had 1 committee with Terms of Reference delegating scrutiny to a Finance committee who are responsible for making recommendations to the Board of Trustees.

In addition to these, a working subcommittee for the Capital project also reports to the full Board.

The Board appoints executive officers, not being members of the board, to discharge the artistic, administrative and other duties necessary for the proper functioning of the CIO.

Artistic Director Amanda Grifkin (part time)
Executive Director Suzy West (part time)
Programme and Marketing Co ordinator Jemma Thomas (part time)
Administrator Tracy Hutton (part time)

Impelo has a pool of talented and experienced freelance dance practitioners (Yr Nyth) and other creatives, who are contracted to work on programmes and projects. We worked with 18 freelance contractors during 2020/2021.

Trustees gave their time freely during the year under review, receiving no remuneration for their services.

Risk Management

Impelo, in common with all charities, faces a level of risk across its activities. Risk assessment is embedded within the organisation, including the building of contingencies into budgets, and all our activities are rigorously risk assessed. In accordance with good practice guidelines from the Charity Commission, the trustees identify, assess and monitor risks in the following areas: People, Operations, Compliance, Financial and Reputational.

The trustees' risk management strategy includes: annual internal control review, in line with Charity Commission guidelines, the establishment of policies, systems and procedures to mitigate any identified risks arising from annual review, delegated responsibility for risks relating to compliance, management accounting systems which identify and manage our key financial risks.

Finances

Accounts to year end reflect the huge impact of the pandemic with 33% less spend than we forecast in the 20/21 budget.

Income has been higher than projected, particularly in the area of grants (which includes Covid related funds - business relief and ACW emergency funding). This mitigated the lower earned incomes due to lockdown of space hires and participant fees.

We were also grateful for support from Regional Health Partnership funding and PAVO for the production of DVDs for residential care homes with no access to the internet and Y Lab for the Sprint programme allowing us to work with families unable to see older relatives with dementia.

Impelo

Trustees' Report

Our revenue agreements with Arts Council of Wales and a small but vital investment from Powys County Council over the year have allowed us to develop digital services and along with funding from Foyle develop Y Nyth dance practitioners network - in effect while we have done things differently, our targets around health and wellbeing and inclusion, diversity and talent have been exceeded since we have had the 'comfort' of core funding in place to support new reach and innovate services.

ACW 47% of total income for the year. Our aspiration to reduce reliance on ACW funding 2019 - 2022 is being met through grants and commissions in the 20/21. However, successful progress made in 2019/2020 to increase earned income (£20,000 increase from 18/19) was curtailed by operating restrictions and has inevitably underperformed.

Whilst new programmes funders Awards for All, Tampon Tax, and Foyle Foundation have worked generously with us to recalibrate our plans including online delivery and extended timeframes pre pandemic commitments to work which after research and consultation have been partially or wholly carried forward to 2021/2022; this includes Powys Churches Endowment Fund and Ashley Family Foundation for Cell tour and Powys Sports Development for schools work..

The implication is that the 'backlog' of projects will reduce our capacity to fundraise and deliver 'new' work in 21/22. However our strong programme 'performance' and increasing evidence base on two of our strategic aims health and wellbeing and inclusion diversity and talent means Impelo is well-placed to meet key policy objectives of public funders in the areas of health and wellbeing, community engagement and cohesion, participation, vibrant communities, diversity and internationalism in the longer term. Indeed at the start of 2021 we were the only Powys project to receive funding from Harp Nourish (health funding through a partnership with Arts Council Wales, Nesta and Cardiff University) and further funding for work in Powys schools from Powys Sports Development.

Impelo continues to manage the ongoing uncertainty about expenditure with ongoing further lockdowns/social distancing/PSE/cleaning costs and our capacity to earn income due to reduced capacity/closure/changes in business practice/partners capacity to commission with additional work required to 'make things happen' in the current climate.

However the opportunity to increase earned income through capital development, our track record of successful projects with new partners with potential for new commissioned work to diversify income, our entrepreneurial approach and our allocation of funding through designated reserves to develop and monetise key areas for Impelo's future sustainability will support us as we like other charities continue to weather the storm.

Reserves Policy

Impelo has succeeded in maintaining the healthy level of reserves which it had accumulated in previous years. Aside from the costs of winding up the CIO, the major designation is for the purchase and match funding for the redevelopment of the organisation's base the Dance Centre.

The Trustees have reviewed the charity's reserves policy in line with the guidance issued by the Charity Commission and recognise the need to safeguard against potential reductions in grant aided income, fluctuations in earned income and unplanned expenditure.

For the financial year 2020/2021 it was agreed that Trustees would hold £45,985 general running costs in reserve to cover the costs of winding up the CIO. Based upon 3 months of current levels of expenditure, redundancy and legal costs based upon 2019/ 2020 accounts.

Based on the risk calculation Impelo also agreed how surplus funds beyond the amount to be held in reserve could be used to deliver Impelo's Charitable objects in 2021/2022. It was agreed that surplus funds could be used as follows -

Impelo

Trustees' Report

Specific Reserves

Impelo also agreed surplus funds to be held in reserve to deliver Impelo's Charitable objectives. To do this the following reserves have been established:

- Capital Reserve - £146,000 to be retained for purchase and refurbishment of the Dance Centre, Arlais Road.
- Sustainability Reserve - £48,500 to invest in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas for the organisation to assure future sustainability.

In 2021/22 key strategic priorities to be funded from the sustainability reserve are as follows:

- Welsh Language - £4,000 for Welsh Language Programme Assistant
- Third Age £13,500 allocation for 7k match funding for Y Lab Nourish Joio project, 1500 research and development mentor, 5k pilot/ match funding or testing third age programme to develop growth in income and capacity in this area.
- Additional COVID-19 costs and contingency - £28,000 to cover the additional costs for postponed commitments pre covid and to mitigate ongoing financial and operational uncertainty

The annual report was approved by the trustees of the charity on 13 January 2022 and signed on its behalf by:

J O Adams
Trustee

Impelo

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources 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 Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 proper accounting records that 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, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees 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.

Impelo

Independent Examiner's Report to the trustees of Impelo

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 15 to 25.

Respective responsibilities of trustees and examiner

As the charity's trustees of Impelo 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 Impelo'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 that in any material respect:

1. accounting records were not kept in respect of Impelo 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 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.

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.

T Richardson

Mitchell Meredith Limited
Chartered Accountants
The Exchange, Fiveways
Temple Street
Llandrindod Wells
Powys, LD1 5HG

13 January 2022

Impelo

Statement of Financial Activities for the Year Ended 31 March 2021

	Note	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies		169,419	29,766	199,185	153,675
Charitable activities		9,043	16,000	25,043	63,901
Investment income	5	<u>117</u>	<u>-</u>	<u>117</u>	<u>231</u>
Total income		<u>178,579</u>	<u>45,766</u>	<u>224,345</u>	<u>217,807</u>
Expenditure on:					
Charitable activities		<u>(152,701)</u>	<u>(23,266)</u>	<u>(175,967)</u>	<u>(183,938)</u>
Total expenditure		<u>(152,701)</u>	<u>(23,266)</u>	<u>(175,967)</u>	<u>(183,938)</u>
Net movement in funds		25,878	22,500	48,378	33,869
Reconciliation of funds					
Total funds brought forward		<u>213,995</u>	<u>28,736</u>	<u>242,731</u>	<u>208,862</u>
Total funds carried forward	13	<u><u>239,873</u></u>	<u><u>51,236</u></u>	<u><u>291,109</u></u>	<u><u>242,731</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 13.

Impelo
(Registration number: 1161515)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	3,716	1,469
Current assets			
Debtors	11	16,306	17,654
Cash at bank and in hand		<u>286,852</u>	<u>230,407</u>
		303,158	248,061
Creditors: Amounts falling due within one year	12	<u>(15,765)</u>	<u>(6,799)</u>
Net current assets		<u>287,393</u>	<u>241,262</u>
Net assets		<u><u>291,109</u></u>	<u><u>242,731</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		51,236	28,736
Unrestricted income funds			
Unrestricted funds		<u>239,873</u>	<u>213,995</u>
Total funds	13	<u><u>291,109</u></u>	<u><u>242,731</u></u>

The financial statements on pages 15 to 25 were approved by the trustees, and authorised for issue on 13 January 2022 and signed on their behalf by:

J O Adams
Trustee

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

1 Accounting policies

Impelo is a Charitable Incorporated Organisation. The address of the registered office is given in the charity information on page 1 of these financial statements.

Statement of compliance

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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Impelo meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable entity for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	over 4 years

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds of the charity which the trustee's have decided at their discretion to set aside to use for a specific purpose.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

2 Income from donations and legacies

	Unrestricted		Total	Total
	General	Restricted	2021	2020
	£	£	£	£
Donations and legacies;				
Donations	10	-	10	-
Grants receivable (note 3)	169,409	29,766	199,175	153,675
	<u>169,419</u>	<u>29,766</u>	<u>199,185</u>	<u>153,675</u>

3 Grants

	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2021	2020
	£	£	£	£
ACW - Arts Portfolio Wales 2020-21 grant	113,841	-	113,841	112,602
PCC - Annual grant Award 2020-21 grant	16,640	-	16,640	23,156
ACW - Creative Collaboration grant	-	1,475	1,475	-
CFW Ashley Family Foundation grant	-	-	-	10,000
CFW Powys Welsh Church Act grant	-	-	-	5,000
Lottery Community Fund Awards for All	-	9,233	9,233	-
CFW Tampon Tax Community grant	-	9,058	9,058	-
ACW - Research and Development	-	-	-	2,917
Foyle Foundation grant	-	10,000	10,000	-
HMRC Coronavirus Job Retention Scheme	9,513	-	9,513	-
ACW - Covid-19 funding	14,265	-	14,265	-
PCC Lockdown grants	13,000	-	13,000	-
PAVO Covid-19 funding	800	-	800	-
NESTA Sprint grant	1,350	-	1,350	-
	<u>169,409</u>	<u>29,766</u>	<u>199,175</u>	<u>153,675</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Venue hire	1,512	-	1,512	8,040
Production income	900	-	900	9,441
Participant fees	580	-	580	26,122
Commissiions	3,844	-	3,844	-
Merchandise	11	-	11	-
PCC Sports Development	-	10,000	10,000	20,298
PCC Sports Development - CREDU Project	2,196	6,000	8,196	-
	<u>9,043</u>	<u>16,000</u>	<u>25,043</u>	<u>63,901</u>

5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>117</u>	<u>117</u>	<u>231</u>

6 Expenditure on charitable activities

	Total 2021 £	Total 2020 £
Core activity	64,281	88,754
Staff costs	88,586	74,284
Premises and building maintenance	16,438	13,962
Administration	3,097	4,286
Governance	2,160	2,160
Depreciation	1,405	492
	<u>175,967</u>	<u>183,938</u>

£152,701 (2020 - £161,862) of the above expenditure was attributable to unrestricted funds and £23,266 (2020 - £22,076) to restricted funds.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

8 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	79,574	63,444
Social security costs	2,002	2,231
Pension costs	6,318	7,158
Other staff costs	692	1,451
	<u>88,586</u>	<u>74,284</u>

The monthly average number of persons (including senior management team) employed by the charity during the year including full and part time staff was as follows:

	2021 No	2020 No
Charitable activities	<u>5</u>	<u>4</u>

4 (2020 - 4) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £6,318 (2020 - £7,158).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £59,951 (2020 - £72,284) .

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

10 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2020	1,961	1,961
Additions	<u>3,652</u>	<u>3,652</u>
At 31 March 2021	<u>5,613</u>	<u>5,613</u>
Depreciation		
At 1 April 2020	492	492
Charge for the year	<u>1,405</u>	<u>1,405</u>
At 31 March 2021	<u>1,897</u>	<u>1,897</u>
Net book value		
At 31 March 2021	<u>3,716</u>	<u>3,716</u>
At 31 March 2020	<u>1,469</u>	<u>1,469</u>

11 Debtors

	2021 £	2020 £
Debtors	<u>16,306</u>	<u>17,654</u>

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Creditors and accruals	<u>15,765</u>	<u>6,799</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

13 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	123,995	178,579	(152,701)	(104,500)	45,373
<i>Designated</i>					
Future capital plans	65,000	-	-	81,000	146,000
Key strategic projects	25,000	-	-	23,500	48,500
	<u>90,000</u>	<u>-</u>	<u>-</u>	<u>104,500</u>	<u>194,500</u>
Total unrestricted funds	<u>213,995</u>	<u>178,579</u>	<u>(152,701)</u>	<u>-</u>	<u>239,873</u>
Restricted funds					
CFW Ashley Family Foundation	4,238	-	-	-	4,238
CFW Powys Welsh Church Act	4,200	-	(1,120)	-	3,080
ACW Creative Collaborations	-	1,475	(1,475)	-	-
PCC Mindful Movement Project	20,298	10,000	(3,428)	-	26,870
Lottery Community Fund Awards For All	-	9,233	(9,223)	-	10
CFW Tampon Tax Community Fund	-	9,058	(874)	-	8,184
Foyle Foundation	-	10,000	(6,775)	-	3,225
PCC Play Funding	<u>-</u>	<u>6,000</u>	<u>(371)</u>	<u>-</u>	<u>5,629</u>
Total restricted funds	<u>28,736</u>	<u>45,766</u>	<u>(23,266)</u>	<u>-</u>	<u>51,236</u>
Total funds	<u>242,731</u>	<u>224,345</u>	<u>(175,967)</u>	<u>-</u>	<u>291,109</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2020 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	196,265	179,592	(161,862)	(90,000)	123,995
<i>Designated</i>					
Future capital plans	-	-	-	65,000	65,000
Key strategic projects	-	-	-	25,000	25,000
	-	-	-	90,000	90,000
Total unrestricted funds	<u>196,265</u>	<u>179,592</u>	<u>(161,862)</u>	<u>-</u>	<u>213,995</u>
Restricted funds					
ACW Lottery Fund - Cell	5,650	2,917	(8,567)	-	-
CFW Ashley Family Foundation	-	10,000	(5,762)	-	4,238
CFW Powys Welsh Church Act	-	5,000	(800)	-	4,200
ACW Creative Collaborations	6,947	-	(6,947)	-	-
PCC Mindful Movement Project	-	20,298	-	-	20,298
Total restricted funds	<u>12,597</u>	<u>38,215</u>	<u>(22,076)</u>	<u>-</u>	<u>28,736</u>
Total funds	<u>208,862</u>	<u>217,807</u>	<u>(183,938)</u>	<u>-</u>	<u>242,731</u>

Impelo

Notes to the Financial Statements for the Year Ended 31 March 2021

The specific purposes for which the funds are to be applied are as follows:

CFW Ashley Family Foundation Grant towards 3 weeks fees and expenses to cover Cell lab days in 22 Powys Schools, together with learning resources and management.

CFW Powys Welsh Church Act Grant towards 3 weeks fees and expenses to cover Cell lab days in 22 Powys Schools.

ACW Creative Collaborations fund for creative organisations and schools working together.

ACW Research and Development Lottery funding to create a science dance show for children in partnership with Imperial College, Coney Ltd and Oxford University.

Funding received from Powys County Council towards the Mindful Movement project.

Lottery Community Fund - Awards for All - Joio a programme - people using dance to support older feel happier, healthier and more connected.

CFW Wales Tampon Tax Community Fund grant - Codi a programme co designed with rural teenage girls to improve confidence and aspirations through working with professional dancers and artists and showcasing their work on professional stages.

Foyle Foundation grant towards the Y Nyth project , a professional development programme for emerging and mid-career dancers in rural mid Wales.

Powys County Council project support for Play funding re Powys Sports Development and Youth Service (Credu Project).

Designated funds

The board has designated unrestricted reserves of £146,000 for the purchase and refurbishment of the Dance Centre, Arlais Road and £48,500 to invest in programmes and systems that will diversify income portfolio, support research and development of new artistic and business areas for the organisation to assure future sustainability.

14 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds
	General	Designated		2021
	£	£	£	£
Tangible fixed assets	3,716	-	-	3,716
Current assets	57,422	194,500	51,236	303,158
Current liabilities	(15,765)	-	-	(15,765)
Total net assets	<u>45,373</u>	<u>194,500</u>	<u>51,236</u>	<u>291,109</u>

15 Related party transactions

There were no related party transactions in the year.