

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**

<b>Trustees</b>	F Greaves
	J O Adams
	E Davies
	A Shayek
	R Liggitt
	D Kerlin
	C Jones
<b>Principal Office</b>	The Dance Centre Arlais Road Llandrindod Wells LD1 5HE
<b>Charity Registration Number</b>	1161515
<b>Independent Examiner</b>	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.

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## **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.

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## **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

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## 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.



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### 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.

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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.*

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## 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.

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## **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.

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## **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 £
<b>Income and Endowments from:</b>					
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>
<b>Expenditure on:</b>					
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
<b>Reconciliation of funds</b>					
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 £
<b>Fixed assets</b>			
Tangible assets	10	3,716	1,469
<b>Current assets</b>			
Debtors	11	16,306	17,654
Cash at bank and in hand		<u>286,852</u>	<u>230,407</u>
		303,158	248,061
<b>Creditors: Amounts falling due within one year</b>	12	<u>(15,765)</u>	<u>(6,799)</u>
<b>Net current assets</b>		<u>287,393</u>	<u>241,262</u>
<b>Net assets</b>		<u><u>291,109</u></u>	<u><u>242,731</u></u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		51,236	28,736
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>239,873</u>	<u>213,995</u>
<b>Total funds</b>	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 £
<b>Staff costs during the year were:</b>		
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 £
<b>Cost</b>		
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>
<b>Depreciation</b>		
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>
<b>Net book value</b>		
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 £
<b>Unrestricted funds</b>					
<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>
<b>Total unrestricted funds</b>	<u>213,995</u>	<u>178,579</u>	<u>(152,701)</u>	<u>-</u>	<u>239,873</u>
<b>Restricted funds</b>					
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>
<b>Total restricted funds</b>	<u>28,736</u>	<u>45,766</u>	<u>(23,266)</u>	<u>-</u>	<u>51,236</u>
<b>Total funds</b>	<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 £
<b>Unrestricted funds</b>					
<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
<b>Total unrestricted funds</b>	<u>196,265</u>	<u>179,592</u>	<u>(161,862)</u>	<u>-</u>	<u>213,995</u>
<b>Restricted funds</b>					
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
<b>Total restricted funds</b>	<u>12,597</u>	<u>38,215</u>	<u>(22,076)</u>	<u>-</u>	<u>28,736</u>
<b>Total funds</b>	<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.