

Annual Report 2024

Trustees' report
and consolidated
financial statements

Year ending
31 July 2024



www.teamdomenica.com



**Team
Domenica**



Legal and administrative information
Year ended 31 July 2024

Trustees
R Monckton MBE
C Noel FCA (retired 7 Jan 24)
A Polizzi di Sorrentino
L Howell
J Flanagan
J Smith
N Johnson (appointed 11 Jan 24)

Company number
09862696

Charity number
1165494

Registered office and principal address
5-7 Preston Road
Brighton BN1 4QE

Auditor
Galloways Accounting
15 West Street
Brighton BN1 2RL

Banker
Metrobank, 100 Kingsway
London WC1B 5HA

OFSTED URN
149147

Emily preparing cakes at Café Domenica on Preston Road

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Introduction

It has been an extraordinary year for Team Domenica – a year of new beginnings, significant milestones, and tremendous growth.

The highlight, of course, has been our first year as a Specialist Further Education College. This is a step we have long aspired to take, and I am immensely proud of the team's hard work to meet the demanding standards required. It was wonderful to see OFSTED's positive recognition of our progress, affirming the impact of our tailored programmes on the lives of our candidates.

This year has seen many successes. From the achievements of our candidates in the classroom and cafés, to the connections made through enrichment activities and work placements, our candidates continue to inspire us with their talents, determination, and humour.

They remind us daily of what is possible when the right support and opportunities are in place.

There have, of course, been challenges. The cost-of-living crisis has tested our social enterprises and, after the devastation of COVID, we made the difficult choice to close our Hove Library training café. But even in difficult times, our mission to deliver exceptional training and opportunities has never faltered.

We have achieved so much this year: 60 employer partners supporting work placements, our employment rate for candidates completing their supported internships remains over 80%, and record levels of support for our candidates after they enter

paid employment. With over 94% of candidates remaining in their roles for more than a year, our holistic approach is making a tangible difference.

Yet, we know that our journey is only just beginning. Demand for our services continues to grow, and with it, the need to expand and improve our facilities. Our vision to create a single, central home for Team Domenica is now taking shape, and, with the support of our community, we are determined to realise this dream within the next two years.

As we look ahead, our focus remains on ensuring the highest quality of provision and becoming a true centre of excellence for young people with learning disabilities. This ambition is made possible by the exceptional people at the heart of Team Domenica: our candidates, whose strength and character drive everything we do; our staff, who go above and beyond each day; our Trustees, who guide us with wisdom and dedication; and our partners, who share our belief in a more inclusive society.

My thanks to you all for being part of our journey. Together, we are not only changing lives but also changing perceptions – one step at a time.

Rosa Monckton

Rosa Monckton MBE
Founder and Chairman



“My thanks to you all for being part of our journey. Together, we are not only changing lives but also changing perceptions – one step at a time.”

Annual Report of the Trustees

The Trustees, who are also the directors for the purposes of company law, present their Annual Report and accounts for the year ending 31 July 2024. The accounts have been prepared in accordance with the accounting policies set out in notes to the accounts, and comply with the charity's governing document, the Charities Act 2011, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) published in October 2019.

Structure, governance and management

The charity is a company limited by guarantee having been incorporated on 9 November 2015 (number 09862696). It is also a registered charity (number 1165494) and is governed by its Memorandum and Articles of Association dated 9 November 2015.

The Trustees, who are also the Directors for the purpose of company law and who served during the year were:

- R Monckton MBE
- C Noel FCA (retired 7 Jan 2024)
- A Polizzi di Sorrentino
- L Howell
- J Flanagan
- J Smith
- N Johnson (appointed 11 Jan 2024)

The charity is run by the Board of Trustees, which sets and monitors strategy and policy. The Board receives monthly financial reports as well as quarterly reports of all the activities of the charity. A minimum of three board meetings are held each year. All Trustees are encouraged to visit Brighton to familiarise themselves with the charity and the context within which it operates.

The Board of Trustees comprises a mixture of individuals from a wide range of backgrounds with extensive business expertise. The Board considers the mix of skills and experience needed to run the charity effectively and recruits new Trustees to fill any gaps. New Trustees are recommendations of the Board and elected in accordance with the Memorandum and Articles of Association of the charity.

New Trustees are involved and encouraged to attend an induction, covering:

- The responsibilities of the Senior Leadership Team (SLT)
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles and the schedule of reserved powers
- Resourcing and the current financial position, as set out in the latest published accounts
- Safeguarding
- Future plans and objectives

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All Trustees give their time voluntarily and receive no benefits from the charity. Details of Directors' expenses and related party transactions are disclosed to the accounts in notes 10 and 21.

The Trustees are responsible for the high-level strategic development and direction of the charity. They delegate authority to deliver the strategy and day-to-day management responsibility to the SLT.

During the reporting period the Trustees determined that the SLT comprises the following:

- Lisa Campbell-Squires – Co-CEO
- Timothy Drew – Co-CEO
- Jo Gracie – Director of Fundraising and Communications (returned from maternity leave 25 Sep 2023, resigned 9 Mar 2024)
- Greg van Heeswijk – Director of Fundraising and Communications (appointed 1 Mar 2024)

The pay relating to the Senior Leadership Team is reviewed annually and normally increased in accordance with average earnings. The Trustees benchmark against pay levels in other charities of a similar size.

Team Domenica has one dormant subsidiary company, Café Domenica Limited (Company No 9807415).



Deji serving customers in one of our training cafés

What we do

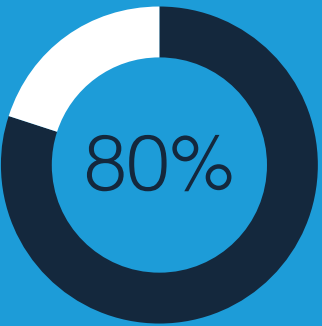
At Team Domenica, we create bright futures for people with learning disabilities and autism. We provide innovative and personalised employment programmes that develop the independence, confidence, communication and work skills of our candidates – so called to reflect their readiness for paid employment.

Based in Brighton & Hove, and working across Sussex, we support over 100 young people, empowering them to achieve their full potential and thrive in society.

“Team Domenica has changed my life. It’s given me lots of new friends; it’s given me hope. In the cafés, I’ve been growing my confidence with baking and making drinks on the coffee machine. I feel ready for the future and like I can do anything!”

Laoisha, Team Domenica candidate, pictured below in our classroom

Our proudest achievement since opening in 2016 is that 80% of candidates have achieved paid employment through our Supported Internship Programme



94%

of candidates in paid work remain in their positions for at least one year, thanks to our ongoing support

Drawing from the spirit of our name, our vision and values were co-created by our candidates, their parents and carers, our partners and our staff.

OUR VISION

Our vision is for **all** people with learning disabilities to be valued in the workplace, to thrive in life and feel included as members of society.

WE VALUE



Positive relationships

We know that **friendships, mutual support and a sense of belonging** are important for everyone – be that our candidates, their families, our team, employer partners or wider community.



Growing skills

We enjoy a **variety of training and interactions that build our work and social skills**. Most importantly, we don't give up when things are hard – we just find another way.



Building confidence

We experience **increased independence and a boost in confidence** by being able to try new things and being trusted to apply our learnings.



An inclusive community

We should feel safe to be ourselves. Our collective actions shape an **inclusive environment** at Team Domenica and within the community. We celebrate differences and show that with the right support, all of us can contribute and succeed.



Feeling happy

We have **fun while learning and feel happy** to be part of Team Domenica as well as the opportunities that we create together in the workplace and beyond.



A bright future

Team Domenica is a journey towards **believing in a bright future** – one where we all have the chance to feel welcomed and lead happy, fulfilled lives.



Why we do it

There are 1.5 million people with a learning disability in the UK (Mencap, 2024). Just 4.7% of adults with a learning disability in England are in paid work (NHS Digital, 2024). Far too many are missing out on the basic right to work, along with the wider social networks, better emotional and physical health, and increased independence that employment can provide.

Employment challenges stigma

- Six in ten people have seen someone act rudely towards a person with learning disabilities, and a third admit to engaging in such behaviour themselves (Mencap, 2021)
- 18% of people have never spoken to someone with a learning disability, and 27% feel apprehensive about doing so for the first time (Mencap, 2021)
- Discrimination can often lead to 'self-stigma' in those with learning disabilities, contributing to increased psychological distress and lower quality of life (Ali et al., 2015; Pelleboer-Gunnink et al., 2019)

Employment can place a person in the centre of society and challenge this picture.

Employment improves wellbeing and independence

- People with learning disabilities are one of society's most marginalised groups. They are seven times more likely to experience chronic loneliness and community isolation, and twice as likely to face mental health issues (Learning Disability Today, 2019).
- It is well documented that employment can help counteract these issues by:
- Improving quality of life (Beyer et al., 2010; Voermans et al., 2019)
 - Supporting physical and mental health (Robertson et al., 2019)
 - Giving financial independence and enhanced social status (Jahoda et al., 2007)
 - Allowing for social integration and opportunities for flourishing friendships (Chadsey & Beyer, 2001)

“Team Domenica have opened up a new world of possibilities for [my daughter]. Without the support of this programme, I do not believe she would have been able to access work at all. I think she would be isolated and depressed. Not only has this positively impacted on her life, but I believe it positively impacts on the lives and cultures of the settings where the young people are employed.”

Jane, parent of a Team Domenica candidate

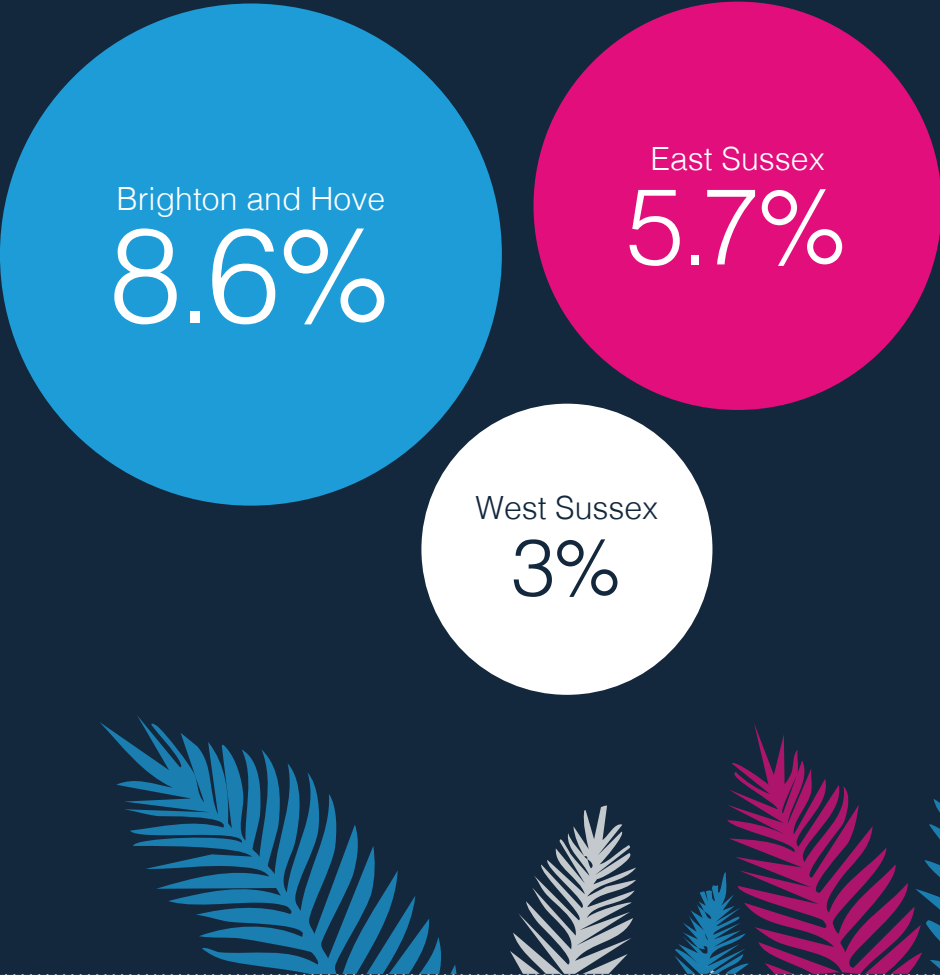
There isn't enough support out there

For people with learning disabilities, the transition to employment is hindered by insufficient support. Disabled young people face poorer educational outcomes, with a £2.1 billion shortfall in funding for specialist schools (Think Work First, Authority of the House of Lords, 2024).

Supported employment is considered the most effective model for ensuring success in the workforce for people with learning disabilities and autism (Beyer & Beyer, 2017). The government acknowledges supported internship programmes as effective in helping individuals with learning disabilities to gain employment, boost their confidence and improve their social lives, whilst also benefiting employers (GOV.UK, 2023).

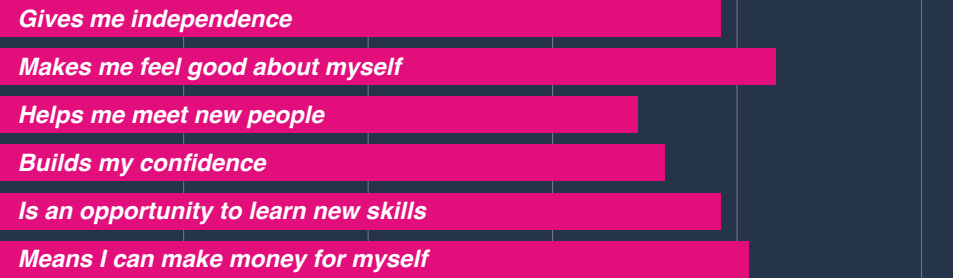
Knowing this, Team Domenica is here to change the status quo. Our programmes work, with 80% of our young people securing paid employment through our Supported Internship Programme since 2016.

Employment rates for people with a learning disability in our area (NHS Digital, 2024):



Why is getting paid work important to you?

89% of the young people we support said they want paid employment. They shared the following reasons why:



*Based on a survey of 32 candidates



The candidate journey

At Team Domenica, we understand that the road to success is unique to every young person and their individual journey. Our programmes are adapted to a candidate's needs and abilities, making each path to paid employment distinct. Every young person engages in education, training and mentoring, alongside wellbeing support, work experience and internships. Crucially, when a candidate secures paid work, we continue to support both the candidate and their employer, fostering long-term success.



1 Supported Employment Programme (SEP)

This is the first year in a candidate's journey towards employment. It includes: education in the classroom, training in our cafés, Relationships, Sex and Health Education, enrichment activities, work experience and 1-1 mentoring.

2 Supported Internship Programme (SIP)

In their second year, candidates move onto a supported internship in the workplace, whilst also finishing their accredited qualifications in the classroom. All placements are chosen based on the young person's interests, skills and ambitions, as well as the needs of our partnered employers.

3 Wrap Around Programme (WRAP)

When a candidate progresses into employment, we continue to offer flexible and tailored support to both the candidate and partnered employer. We are committed to sustaining meaningful employment, so we remain available for the long term.

Day Service

Our Day Service is open to any adult with learning disabilities who is over the age of 19 and wants to increase their skills, gain confidence and make connections in a supported work-based setting.

This programme develops employability skills through supported work experience

and enrichment activities. Some candidates join the Day Service for a year's experience before progressing onto Team Domenica's employment programmes and paid work. For others, it is an inspiring and fun way to be at the heart of our community, build friendships and learn valuable skills.



Our objectives and impact

Team Domenica works towards six transformative objectives. At the end of every academic year, we collate information from across our programmes and survey our candidates, their parents and carers, and our employer partners. In 2024, we worked with the Tizard Centre at the University of Kent to improve our surveys and analysis. They also conducted their own independent evaluation of Team Domenica (see page 26).



Young people with learning disabilities will have improved workplace knowledge and employability skills.

- **100%** of our candidates have passed their Employability Qualifications.
- Every one of our candidates are able to demonstrate new employability behaviours and skills at home, in our training cafés, and at work.
- **98%** of our young people believe they are more skilled, and their parents and carers agree.
- Crucially, **95%** of candidates report improved communication skills – essential in both the workplace and day-to-day life.

“Team Domenica is a wonderful place to learn about the working world and to learn about getting the job of your dreams. It will change your life.”
Brandon, Team Domenica candidate
Figures based on survey return rate of 50-60%



Young people with learning disabilities will have increased opportunities to gain and sustain work.

- Since opening in 2016, **80%** of candidates have now achieved paid employment through our Supported Internship Programme.
- **94%** of candidates who have had the chance to work for over one year are still in employment. In fact, two thirds of candidates have stayed with the same employer for three years or more.
- **89%** of candidates feel more confident about gaining paid work.
- **85%** of candidates tell us they feel good about their future.

“If TD didn't exist I wouldn't have been able to find a job, especially not at the Theatre Royal (which I love).”
Oskar, Team Domenica candidate in paid work at Theatre Royal
Figures based on survey return rate of 50-60%



Young people with learning disabilities will have increased independence, confidence and wellbeing.

- All of our candidates are showing varying degrees of increased independence in our cafés (tracked through café passports).
- Thanks to our programmes, **96%** of candidates report feeling more independent.
- **100%** of candidates say that they are happier.
- **96%** of candidates have increased confidence.

“This has been the best first year at Team Domenica. I've loved doing the work placements; they've really helped me discover my dream job role and boosted my morale and I've become more confident than I ever have been before.”
First-year Team Domenica candidate
Figures based on survey return rate of 50-60%



Young people with learning disabilities will feel less isolated and better connected to their local community.

- **85%** of candidates feel less isolated.
- **100%** of candidates have made new friends.
- We are working with 19 different providers and voluntary organisations as part of our enrichment programme. This means that, when combined with their work placements, each candidate interacts with **over 25 different areas** of our community.

“I loved making friends at Team Domenica. I am now super good at cricket and I want to join a cricket club to become a better pro.”
Jared, Team Domenica candidate
Figures based on survey return rate of 50-60%



Partnered employers will feel more confident providing workplace opportunities to young people with learning disabilities.

- We now have 60 employer partners across Sussex.
- Before working with us, 35% of employer partners reported having confidence in hiring someone with a learning disability. After working with Team Domenica, **100%** of our partners feel confident in employing one of our candidates.
- **94%** would recommend working with Team Domenica.

“If you're apprehensive [as an employer], Team Domenica are there to help you.[...] Annie is incredible at her job; we are so pleased she is now a permanent member of the team.”
Harri, Participation Manager at Wakehurst, Kew Gardens
Figures based on survey return rate of 38%



Changing society's attitudes towards people with learning disabilities has always been central to our work and we have formally introduced this as a new objective.

Wider society will recognise the value of including people with learning disabilities in the workplace.

- **41%** of respondents from the Tizard Centre's community survey agreed that their perceptions of people with learning disabilities had been positively changed by Team Domenica.
 - **78%** of our partners say that working with our candidates has benefitted their business.
 - Informed by our work, Brighton i360 designed more accessible training.
 - Pizza Pilgrims have made it a national KPI to hire more people with learning disabilities.
- “Inclusive and diverse teams are more productive, they are happier, they are good for business... and [Team Domenica are]... giving the city a way of doing it.”*
Sarah Springford, CEO at Brighton Chamber of Commerce
Figures based on survey return rate of 38%

Ella's story

Ella is a hard-working young woman, employed by Sodexo Live! at the Amex Stadium – the home of Brighton & Hove Albion. She got her job with the support of Team Domenica and has been there since 2023.

Previously, Ella lacked the confidence to fully showcase her abilities. At Team Domenica, we provided the space, time, and training she needed to believe in herself, find her voice, and thrive in the workplace.

In her first year with us, Ella completed our Supported Employment Programme. She built her confidence through our café training, class-based learning, enrichment activities and work placements. As her self-esteem grew, she began to express herself more freely, revealing her vibrant personality and making close friends.



“I felt happy to be at Team Domenica. I used to find it hard to speak to everyone, but Team Domenica helped me. I enjoyed seeing my friends and doing all the work.”

Ella, Team Domenica candidate

When Ella started her internship at Sodexo Live!, she was initially nervous about meeting new staff. But, with the support of her Job Coach, Julie, she was able to apply the skills she had learned and bond with her team. Ella proved herself to be a hardworking and reliable employee, always eager to help and learn. Over time, Julie reduced her support, and, in 2023, Ella was offered a paid role. Today, she is blossoming in the workplace, taking on more responsibilities and bringing laughter to her team.



“Ella's come a long way since joining our team. Her confidence has really grown, and Julie was amazing at supporting her journey. Over a year later, Ella is such an asset to our team. She's quick to pick things up and a real pleasure to be around.”

Debbie, Ella's manager at Sodexo Live!



What has happened in 2023-24



Our first year as a Specialist Further Education College

This year, we celebrated our first year as a Specialist Further Education (FE) College, a move that has enriched our training, strengthened our governance, and bolstered our financial stability.

It has pushed us to develop a more coherent curriculum for our candidates, including the introduction of baseline and monitoring assessments that check their progress against personal targets. OFSTED’s positive monitoring visit in July 2024 affirmed that we are on the right path. These are their findings:

Providing tailored learning programmes that suit the individual needs of learners:

Reasonable Progress

“Leaders have developed a carefully planned curriculum which focuses effectively on helping learners with SEND move into employment.”

Programmes develop independence, communication, skills and work-related goals:

Reasonable Progress

“Learners acquire relevant knowledge and useful skills which they learn in classrooms and the training cafés. Trainers help learners to understand, and remember, workplace tasks effectively. This prepares them for future work well.”



Effective safeguarding:

Significant Progress

“Leaders have created a highly effective culture of safeguarding. They have acted swiftly and successfully to create, implement and embed a comprehensive range of new, age-appropriate policies and procedures which very positively contribute to keeping learners safe.”

Supported Employment Programme

Training centre

In the classroom, candidates work towards employment, numeracy and literacy qualifications. They learn key skills such as money-handling, communication and customer service, which complements their training across the rest of our programmes. We also provide Relationships, Sex and Health Education (RSHE).

This year we enhanced our RSHE curriculum, which covers a range of subjects such as, Consent; LGBTQIA+; Drugs, Alcohol & Gambling; Peer Pressure, and more. When we asked candidates if RSHE help them make safer choices, **88%** felt that it did.

88%

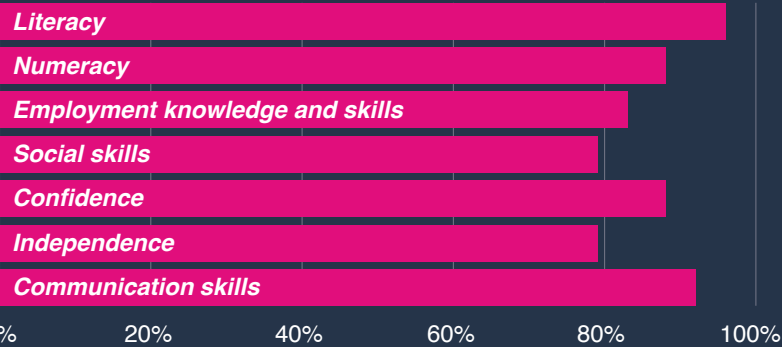
of candidates felt that RSHE helped them make safer choices



We noticed a need for improved education on Online Safety and increased our provision in this area. **100%** of candidates felt this was valuable, so it will remain in our curriculum going forward.

This year, candidates spent an average of **231 hours** in the classroom. **100%** of first-year candidates passed their employment qualifications. Not only does the classroom support a candidate’s learning, but it also influences their social skills.

Your time in the classroom has helped you improve which skills?



* Based on a survey of 24 candidates



Supported Employment Programme (continued)

Café Domenica

In their first year, a candidate completes **over 300 hours** of hands-on training within our enterprises. Our training cafés provide a supported environment where candidates can develop practical and transferable workplace skills at their own pace.

Beyond skills-building, these enterprises serve as a platform to highlight the incredible talents of our candidates, helping to challenge and change societal misconceptions about learning disabilities – something we take great pride in.

The cost-of-living crisis has touched every aspect of our work, and our cafés are no different. We have experienced rising product costs and the difficult closure of our Hove Library Café Domenica in November 2023, following the lingering effects of COVID-19. Despite this, our candidates have not experienced disruption to their training.

Our candidates also support our catering service. This year, they have delivered high-quality, homemade products to **over 60 different events**.

89% of our candidates feel that our café training is preparing them for work.



Enrichment

Our enrichment programme offers a variety of activities designed to develop key employability skills such as confidence, wellbeing, resilience, and communication. Many candidates find it a valuable way to explore their passions, build friendships, and connect with the wider community.

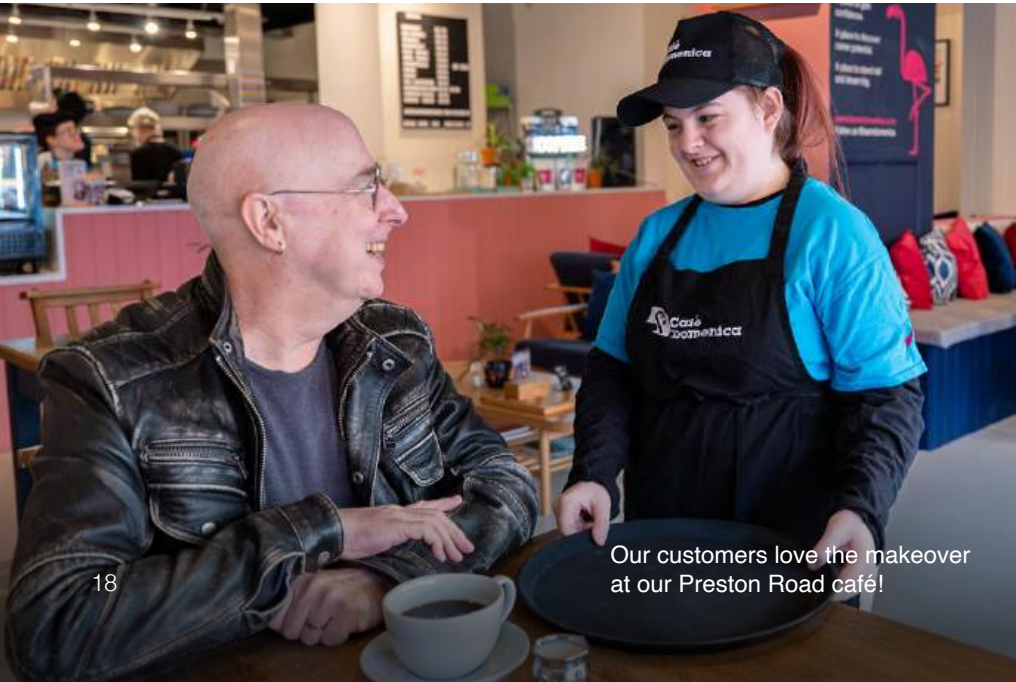
Following a flood, our enrichment provision moved from its home in All Saints Hove, to One Church in Brighton, but that didn't stop our candidates from receiving an average of **127 hours** of enrichment activities with **19** different partners.



Work Experience

Supported by a mentor, candidates complete three, six-week placements with our employer partners across 12 industries. These placements allow candidates to build technical skills and gain valuable experience while exploring roles that suit their interests and abilities.

100% of our candidates feel that this work experience has helped them decide what they want to do in the future, and feel more confident about working in general.

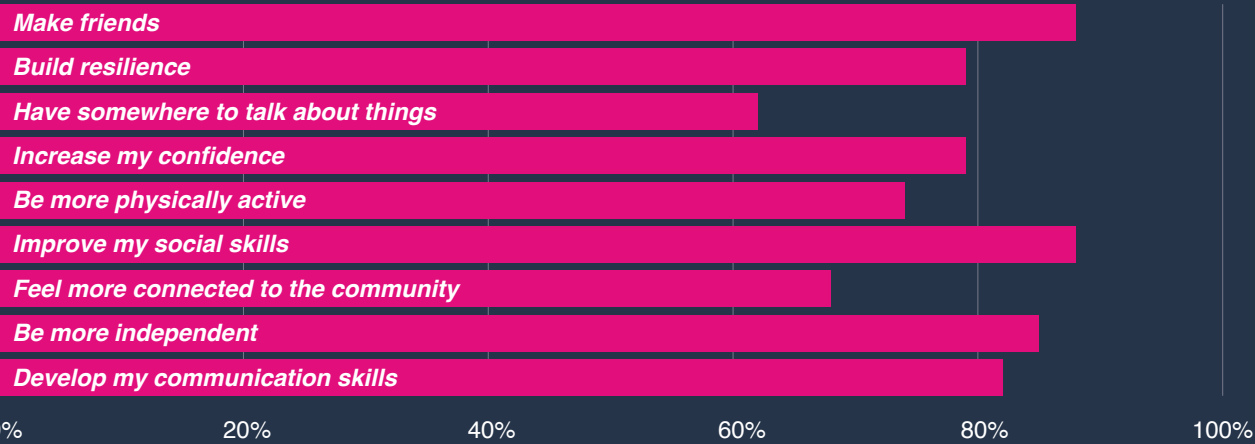


Our customers love the makeover at our Preston Road café!

“Social enterprises can combine some of the associated benefits of sheltered and open employment and expand the employment choices available to people in their local area.”

Meltzer et al., 2018

How has enrichment helped you?



* Based on a survey of 34 candidates

Supported Internship Programme

In their second year, candidates progress to a supported internship with one of our partnered employers. Our Employer Partnerships Manager works to understand a candidate's skills and ambitions, and finds the right employer and role for them. An experienced Job Coach provides on-site support, working closely with both the candidate and employer to ensure a positive and successful experience. We also offer employers and their teams training and advice on learning disabilities, to foster an inclusive workplace.

Meanwhile, our mentors and teachers provide ongoing wellbeing support outside the workplace, and candidates continue to work towards their accredited qualifications in the classroom. Through regular reviews and close collaboration, we dedicate significant time and effort to supporting candidates, their families, and employers every step of the way.

Our Employment Team navigated a challenging start to the year, initially struggling to secure new partnerships after a record-breaking number of

internships in 2022-23. Working with such a large cohort – a legacy of the pandemic – put them on the backfoot in arranging placements for 2024. Moreover, the climate for many businesses continued to be challenging as they struggled with inflation and a stagnant economy. However, thanks to our staff's tenacity, the tide has turned. We've now expanded our network to an impressive **60 partners** across 12 diverse industries. In 2025, the fluctuations in cohort size will finally start to balance.

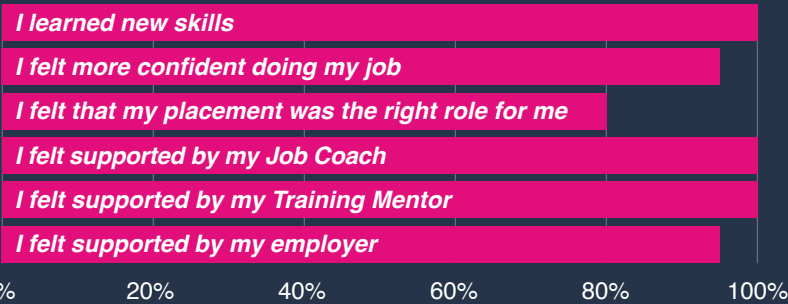
“I think more young people should do a supported internship because you are learning while you're working. You feel good, you feel more confident, and you have more skills. Everyone deserves a paid job so they can earn their own money, keep busy and make friends.”

Issie, Team Domenica candidate

Since opening
80%
of candidates have achieved paid employment through this programme



How has your internship helped you?



* Based on a survey of 21 candidates

Wrap Around Programme

94%
of those candidates who have secured a paid role remain in employment for at least one year

Just one in four students with special educational needs remain in employment a year after their supported internship ends (FE Week, 2022).

Unlike most programmes, Team Domenica provides ongoing support to both the candidate and employer after a job offer is made. We believe that long-term contact with candidate and employer is crucial to long-term success. In the initial stages of employment, our Job Coaches continue to assist candidates at work. Our young people also receive 1-1 mentoring and access a drop-in service to stay connected with Team Domenica, ensuring we're available to address any challenges that arise. Whether it's offering guidance on appraisals, advocating for a candidate's needs, or providing additional training, we are always there to support both candidate and employer.

In 2024, **38** candidates accessed this provision in varying degrees. To manage this growth in numbers, and better support candidates in paid work, we appointed a Post-Internship Manager. This new role ensures personalised support and a strategic approach to future growth.

Across the year, over **1,200** 1-1s have been provided, with **97** in the workplace itself. Next year, this provision will expand again to support close to **50** candidates.

No other local organisation offers this level of support. Thanks to our dedication, **94%** of our candidates stay in their roles for at least a year, with **86%** remaining in paid work two years later.



“I really appreciate having Wrap Around support. It feels nice that TD doesn't just let us go. I'm confident at work but I feel more comfortable knowing there's someone to help if I have a problem.”

Sam, Team Domenica candidate in paid work at Pizza Pilgrims

Day Service

Our Day Service provides work-based skills training and an enrichment programme which offers unique opportunities for adults with learning disabilities in Brighton & Hove.

For some, the Day Service provision is a steppingstone, providing a year of experience before progressing onto our employment programmes and paid work. For others, it offers an inspiring and enjoyable way to engage with the Brighton community, build friendships, and develop valuable work skills as part of a team.

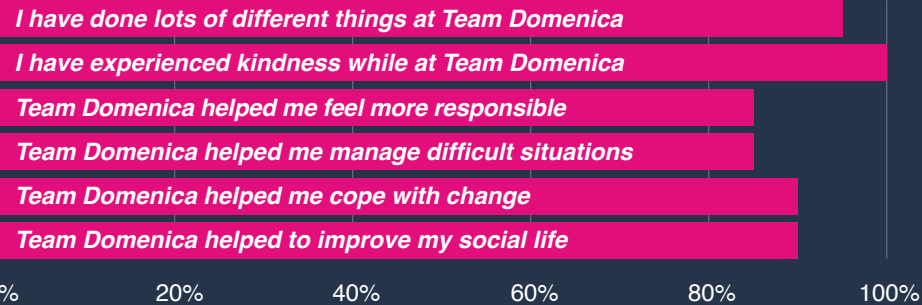
This year, our Day Service provision supported

29

people with learning disabilities



How has our Day Service provision helped you?



* Based on a survey of 20 candidates



Emily roasting delicious coffee at our roastery in Kemptown, Brighton

In the wider community

We've been visited by several education and training establishments this year, such as Treloar School and College, Orpheus Centre Trust, Hove Park School, and even Project Employ from New Zealand. We've been to seven employment fairs, as well as visiting Brighton MET and Hill Park School to speak to students about our programmes.

We were featured in the Local Skills Improvement Plan published by Future Skills Sussex and Sussex Chamber of Commerce. Our candidates also delivered training at University Hospitals Sussex and their old schools, inspiring the next generation of candidates, and showing them what they can achieve with the right support.



Employer Partner Celebration

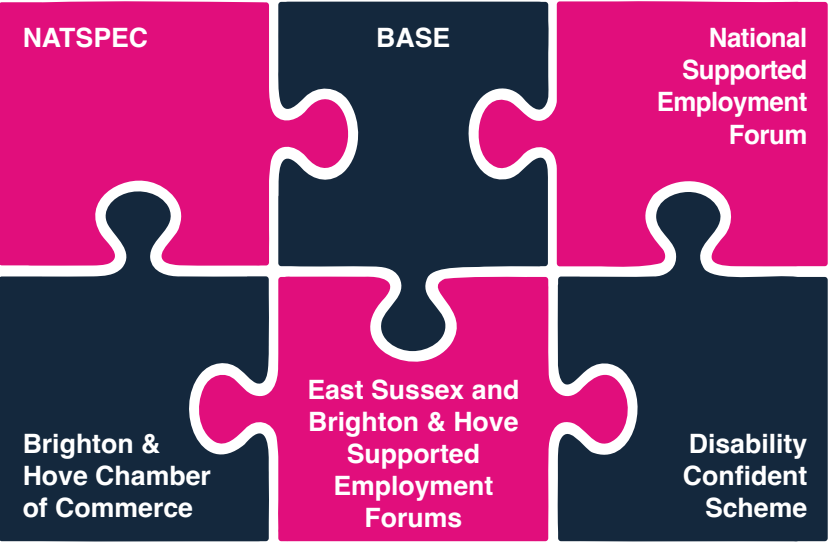
We were thrilled to hold our Employer Partner Celebration at Plus X Innovation Brighton in July 2024. The event was extremely well attended by companies from across our network. Not only was this a great way to say thank you to our partners for their commitment to our young people, but it was a wonderful opportunity to hear from them directly on how our candidates have positively influenced their businesses.

“An important benefit of our relationship with Team Domenica, and having people with learning disabilities working in our team, is the impact it has on our customers. For them to see themselves reflected in the people who are greeting them [and] for other young people who are visiting to maybe think about their future and see what may also be possible for them.”

Katie, Head of Operations and HR at Brighton i360

Influencing change

We are members of:



As members of these groups, we continue to influence the worlds of learning disability, education and employment, as well as working with Local Authority partners in policy. Senior staff at Team Domenica participated in an evaluation of supported internships commissioned

by the Department for Education, and conducted by Cooper Gibson Research, with the aim of shaping future policy. Staff also contributed to a co-designed workshop with Kids Charity, looking at transition support for young people with disabilities.

Great Lengths

We saw tremendous success at our Great Lengths swim challenges in September 2023 and 2024. Our candidates, their families, staff, partners and the wider community joined together to raise over £40,000.



“Before seeing the event advertised I had never heard of Team Domenica. Now I have and I'm so glad I was able to support it by doing something I love.”

Swimmer at Great Lengths 2023



Independent evaluation

The Tizard Centre



The Tizard Centre at the University of Kent are a leading research centre in learning disabilities and autism. This year, they not only delivered staff training on data collection and evaluation, but they completed a thorough independent evaluation of Team Domenica. They found that:

“Team Domenica is making a meaningful difference to lives of many young adults with learning disabilities and/or autism, with reported positive knock-on effects for parent carers, staff, employers and the wider local community... [We] call for more support to promote Team Domenica from partnering organisations, the local authorities and wider networks; as well as more investment in the organisation so that it can broaden its reach and scope to enable more young people to access meaningful and potentially life-changing employment opportunities.”

Padden & Evans, An Independent Evaluation of Team Domenica: Final Report, 2024, p.39

Changing attitudes

In addition to creating supported employment opportunities, we work to change people’s perceptions of people with learning disabilities. We want to demonstrate our candidates’ talents and personalities, and to highlight the benefits of a more inclusive society.

In response to their survey, the Tizard Centre found that **41%** of respondents from the wider community agreed that their perceptions of people with learning disabilities had been positively changed by Team Domenica.

“It increases the visibility of people with learning disabilities in the local community. It has helped people see [their strengths] and that they are capable and deserving of paid work and have much to offer.”

Anonymous respondent

“It has made me feel more confidence in myself than I have ever felt before and happier that I have made some new friends to chat to and associate with people who have been through the same thing as me.”

Anonymous candidate



Scan to read the full report:

The big picture

Candidate Voice

We are committed to meaningfully involving candidates in decisions that are made at Team Domenica. With the support of training from the Blagrove Trust and the Listening Fund, we have developed new approaches to involving our candidates in decision-making within the organisation.

One key initiative is involving our candidates in the recruitment process. Rather than bringing candidates into formal interviews, we take the interviewee to the classroom, where candidates can engage in the process. This approach has strengthened our recruitment practices, particularly by fostering connections between candidates and staff from day one.

We are providing Easy Read versions of key policies and reports to include and inform candidates. We give candidates the opportunity to shape what activities and social events are arranged, as well as the amount and types of support they receive.

We also create opportunities for candidates to advocate for themselves outside of Team Domenica, deliver and take part in training, or share their stories at events and with other people with learning disabilities. We ensure that candidates are included at the start of any new project or product launch.

We actively seek feedback from candidates about their programmes, and **9 out of 10** candidates report feeling confident in sharing their opinions. Additionally, **7 out of 10** candidates feel that their feedback is reflected in decisions made at Team Domenica. While this is a positive starting point, we are committed to improving this moving forward.



“9 out of 10 candidates report feeling confident in sharing their opinions.”

Senior Leadership Team

This year our founder and chair Rosa Monckton MBE was made a Baroness and joined the House of Lords. To make time for her new legislative duties, Rosa has taken a step back from her operational role at Team Domenica. She is retaining her position as Founder and Chairman, and her commitment to the work remains unshakable. Rosa will be entrusting the helm to Lisa Campbell-Squires and Timothy Drew, who have become Co-CEOs. Meanwhile, Greg van Heeswijk joins the SLT as Director of Fundraising and Communications.

Board of Governors

We have established an Education Governance Board, chaired by Ann Potterton, who brings a wealth of experience. We are already seeing significant benefits to this oversight.

Policy and regulation

Since 2022, we have introduced 16 new policies that are reshaping our culture. These guide our practice to give candidates greater agency, awareness of their rights and understanding of their progress. We have introduced a simple feedback mechanism to our website which can be utilised by candidates, staff and the public alike. We are now regulated by the Fundraising Regulator.

Communications

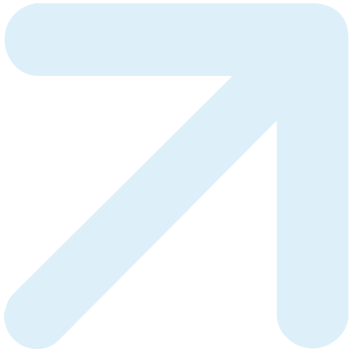
At the end of 2023, we launched our brand-new website with increased functionality and accessibility, which has now seen over **18,000** visitors. We are populating our website with a wealth of media – including news pieces, success stories and videos – all with our candidates at the heart.

Thank you to Hobson Charity for funding the development of this new digital tool.



28 Lauren serving a customer at Café Domenica

Future plans



The coming two years will be about being a ‘centre of excellence’. This represents our focus on ensuring that the quality of our work is as high as it can be and moving into a new home.

Employment Team

The Employment Team will be launching our Employer Forum. We are keen for these meetings to be guided by the interests and needs of local employers, whether that be in training, sharing of information and experiences, or bringing in outside expertise.

The team will also be enhancing the training that our employers receive.

A key focus will be developing a careers guidance strategy that focuses on:

- Giving candidates more time and resources to make informed decisions about their careers.
- Providing more encounters with employers and employees via talks and workshops to enhance candidates’ knowledge of careers and industries they may not have previously considered.

To achieve these goals, we will be increasing the amount of permanent staffing resource in this team.



Wrap Around Programme

In 2025, this provision will grow to support roughly **50** young people, helping them sustain their positions, develop in their roles, and find further support from other organisations.

The guidance we offer to candidates will increasingly target sustaining employment and supporting progression, whilst retaining a level of flexibility to suit individual needs. We will consider recruiting an additional role to support the growing number of young people that complete their supported internships.



Education and training

We will establish a ‘golden thread’ across our curriculum so that a candidate’s overall learning better reflects their personal targets (outlined in their EHCPs). To complement this, we will build on our data collection and progress monitoring to ensure that candidates are co-producing meaningful targets and achieving the best outcomes possible.

Our RSHE curriculum will span a wider range of subjects across two years, including dedicated Online Safety training.



A new home

After several years of squeezing the best value that we can out of our main centre and other sites on the edges of the city, we have reached our capacity. We are operating at seven different locations and recognise that our facilities would benefit from improvement. Demand for our services is increasing, with a 60% rise in enquiries since 2020, but we currently have no room for growth.

Our vision is to consolidate our operation under one roof, creating a larger, prominent, more accessible space in the very centre of the city. This new premises will meet increasing needs, offer our excellent quality of training and education, and raise the profile of young people with learning disabilities in the workplace.

The ideal single facility will aim to:

- Establish a flagship, city centre café-restaurant which offers vital employment skills, breaks stereotypes, and showcases our candidates' abilities to wider society.
- Expand our classroom space and vocational training facilities, promote independence, and deliver our accredited qualifications.
- Provide a dedicated space for our employment team that will develop our network and enhance our careers guidance.
- Include calming sensory and social spaces, a hub for enrichment activities, and an events space, fostering community connections.
- Improve accessibility.
- Create a cohesive workspace for staff, with appropriate facilities, strengthening collaboration and efficiency.
- Reduce our operational costs and give us an excellent foundation for further growth and expansion.

“Our vision is to consolidate our operation under one roof, creating a larger, prominent, more accessible space in the very centre of the city.”

In 2024 we commissioned a feasibility study to assess our opportunities and parameters for funding this new facility. We have also engaged a commercial property consultant to help us in our search for the perfect home. We have made excellent progress in both areas. To demonstrate our commitment to this project, the Board of Trustees have designated a significant amount of our free reserves towards acquiring and refitting the right property.

With the support of our community, we plan to move into a new home before 2027.



Financial review

The consolidated statement of financial activities is shown on page 38.

There was a total income of

£2,026,509

(2023 £1,789,748)

The group expended

£2,048,520

(2023 £1,961,557)

resulting in a deficit of

£22,011

(2023 deficit £171,809)

Income

Team Domenica raised a total of £782,996 (2023: £625,787) through fundraising activities, accounting for 39% of total income in the period.

43% of our income (£861,804) came from statutory sources (2023: 692,257), including from the Education and Skills Funding Agency (ESFA); various local authorities and DWP Access to Work funding. Additionally, £349,556 (2023: £467,477) was generated through café sales and we received £32,153 (£4,227) in interest.

Financial review

The Trustees are pleased that 2023/24 saw the organisation cut its deficit considerably whilst continuing to grow and provide high-quality services. As outlined elsewhere in this report, this year was a transitional one for Team Domenica; it was our first as a stand-alone college, which brought extra costs and risks, all of which were managed during the year and put us in a position to continue our growth in 24/25. At the year end, as well as during an OFSTED monitoring visit,

we were audited by our new main funder (ESFA). The result of this showed that our investment in systems has paid off, and we are able to comply with the requirements of state education funding.

This turnaround has been achieved despite continuing cost challenges. Our position was strengthened due to a 25% increase in our fundraised income, and the increased income from expanding our Day Service to 48 weeks per annum. Finally, the financial situation of our cafés improved due to a project to improve sales and turnover. Unfortunately, due to low turnover, we had to close our Hove Library training café which supported those on our Day Service programme. By expanding Day Service to 48 weeks per year, the closure did not result in any decrease in the support we are able to provide. We also lost a contract to run the catering at St John's College, which was again absorbed without a loss of service provision.

Plans for 24/25 are for this improvement to continue, which will result in a sustainable surplus.

Reserves

Team Domenica's medium-term plans include finding a permanent home in Brighton & Hove. As part of this project, the Trustees designated £750,000 of cash reserves into a New Building reserve, which will be used to find and fit out a new building in the next 2-3 years. When doing this, they considered the necessary free reserves.

At 31 July 2024, the total funds held by Team Domenica were £1,290,378 (2023–£1,312,389) of which, £203,236 (2023 –£102,311) were restricted funds, and £750,000 were in the designated 'New Building' reserves. At the balance sheet date, the charitable group's free reserves were £337,142 (2023 £1,210,078), the decrease being due to the deficit in the year, along with the designation of funds toward a new building.

The Trustees determine the level of reserves needed by: forecasting the level of income and expenditure anticipated over the short and medium term, based on planned activities, analysing future needs, opportunities, contingencies, or risks which cannot be met out of income, including an assessment of the likelihood of those needs arising, and the potential consequences of the charity not being able to meet them.

Fundraising

The support we receive through fundraising provides a vital income source to the charity, enabling us to make a transformational difference to the lives of young people with learning disabilities. Team Domenica conducts its own fundraising activities, without the involvement of a commercial fundraiser. Team Domenica is registered with the Fundraising Regulator. It is respectful in any approach for donation, and does not place any pressure on a person or persons to donate money or property. Team Domenica has received no complaints about any fundraising activities and respects the privacy and details of donors in accordance with UK GDPR.

Public benefit

The Board has ongoing regard for the public benefit guidance published by the Charity Commission when reviewing the charity's activities and future plans. Team Domenica continues to make a significant impact in the education and work prospects of our beneficiaries. We regularly measure our impact via beneficiary surveys and employer partner feedback.

Risk management

The Trustees have a detailed Risk Register showing the significant risks to the charity. Each significant risk has been carefully considered with controls put in place to mitigate the risk and contingency plans set out. The register is reviewed and updated at each board meeting.

Trustees' responsibilities

The Trustees (who are also the Directors of Team Domenica for the purposes of company law) are responsible for preparing the Annual Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that year. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed.

➤ Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and

- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Small company special provisions

The report of the Directors has been prepared taking advantage of the small companies' exemption in the Companies Act 2006.

This report was approved by the Board on 29/01/2025.

On behalf of the board:

Rosa Monckton MBE
Trustee

Independent Auditor's Report

to the Members and Trustees of Team Domenica

Opinion

We have audited the financial statements of Team Domenica (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 July 2024 which comprise the consolidated statement of financial activities, consolidated statement of financial position, charity statement of financial position, consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 July 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report

to the Members and Trustees of Team Domenica (continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' Report (incorporating the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 33, the Trustees (who are also the Directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going

concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and Section 151 of the Charities Act 2011 and report in accordance with those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussion with management, including consideration of known or suspected instances of fraud and non-compliance with laws and regulations;
- Review of minutes of Trustees' meetings for discussion of instances of fraud and non-compliance with laws and regulations;
- Review of legal expenses for evidences of fees related to non-compliance;
- Substantive testing of income, including consideration of recognition in accordance with grant conditions; and
- Review of journal entries for indicators of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Colin Young BA FCA
(Senior Statutory Auditor)

For and behalf of Galloways Accounting

Statutory Auditor
15 West Street
Brighton
East Sussex
BN1 2RL

Date: 29/01/2025

Consolidated Statement of Financial Activities

(Including Income and Expenditure Account)
Year ended 31 July 2024

	Note	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	225,932	557,064	782,996	220,009	405,778	625,787
Charitable activities	4	1,211,360	-	1,211,360	1,159,734	-	1,159,734
Investments	5	32,153	-	32,153	4,227	-	4,227
Total income		1,469,445	557,064	2,026,509	1,383,970	405,778	1,789,748
Expenditure on:							
Raising funds	6	176,985	-	176,985	84,397	-	84,397
Charitable activities	7	1,415,396	456,139	1,871,535	1,465,002	412,158	1,877,160
Total expenditure		1,592,381	456,139	2,048,520	1,549,399	412,158	1,961,557
Net income/expenditure		(122,936)	100,925	(22,011)	(165,429)	(6,380)	(171,809)
Gross transfers between funds		-	-	-	-	-	-
Net movement in funds		(122,936)	100,925	(22,011)	(165,429)	(6,380)	(171,809)
Reconciliation of funds:							
Fund balances at 01 August 2023		1,210,078	102,311	1,312,389	1,375,507	108,691	1,484,198
Fund balances at 31 July 2024		1,087,142	203,236	1,290,378	1,210,078	102,311	1,312,389

Consolidated Statement of Financial Position

Year ended 31 July 2024

	Note	2024	2024	2023	2023
		£	£	£	£
Fixed assets					
Tangible fixed assets	11		91,876		94,803
			91,876		94,803
Current assets					
Stocks	13		7,358		6,971
Debtors	14		127,542		469,135
Cash at bank and in hand			1,169,330		860,084
			1,304,230		1,336,190
Creditors: Amounts falling due within one year	15		(105,728)		(118,604)
Net current assets			1,198,502		1,217,586
Net assets			1,290,378		1,312,389
Charity funds:					
Restricted funds	17		203,236		102,311
Unrestricted funds	18		1,087,142		1,210,078
Total funds			1,290,378		1,312,389

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/01/2025.

Signed on behalf of the board of Trustees

Rosa Monckton MBE
Trustee

Charity Statement of Financial Position

Year ended 31 July 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	11		91,876		94,803
Investments	12		2		2
			91,878		94,805
Current assets					
Stocks	13	7,358		6,971	
Debtors	14	139,023		465,245	
Cash at bank and in hand		1,164,847		835,037	
		1,311,228		1,307,253	
Creditors: Amounts falling due within one year	15	(105,728)		(82,676)	
Net current assets			1,205,500		1,224,578
Net assets			1,297,378		1,319,383
Charity funds:					
Restricted funds	17		203,236		102,311
Unrestricted funds – general	18		1,094,142		1,217,072
Total funds			1,297,378		1,319,383

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The accounts were approved and authorised for issue by the Board on 29/01/2025.

Signed on behalf of the board of Trustees

Rosa Monckton MBE
Trustee

As permitted by Section 408 of the Companies Act 2006, the Income and Expenditure Account of the parent charitable company is not presented as part of these financial statements.

Consolidated Statement of Cash Flows

Year ended 31 July 2024

	Note	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	23		308,059		231,161
Investing activities					
Purchase of property, plant and equipment		(30,966)		(23,177)	
Interest received		32,153		4,227	
Net cash (used in) / generated from investing activities			1,187		(18,950)
Net decrease/(increase) in cash and cash equivalents			309,246		212,211
Cash and cash equivalents at beginning of year			860,084		647,873
Cash and cash equivalents at end of year			1,169,330		860,084
Cash and cash equivalents consists of:					
Cash in bank and in hand			1,169,330		860,084
Cash and cash equivalents at end of year			1,169,330		860,084

Notes to the Financial Statements

Year ended 31 July 2024

1. Accounting Policies

1.1 Basis of preparation

Team Domenica is a private limited by guarantee charitable company registered in England and Wales. The registered office of the charity is 5-7 Preston Road, Brighton, East Sussex BN1 4QE. The nature of the charitable group's operations and principal activities are the provision of employment training for young people with learning disabilities and the operation of cafés to provide a training environment.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charitable group and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the charitable company and its group undertaking. These are adjusted, where appropriate, to conform to group accounting policies. As a consolidated group statement of financial activities is published, a separate income and expenditure account for the parent company is omitted from the group financial statements by virtue of section 408 of the Companies Act 2006.

1.3 Going concern

The Trustees consider that there are no material uncertainties regarding Team Domenica's ability to continue as a going concern. Therefore, the financial statements are prepared on a going concern basis.

1.4 Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the group for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from fundraising events includes monies raised from various events throughout the year. This income is included in the accounts when the charity becomes aware of its entitlement to this income.

Charitable activities

Income from service contracts is recognised when the service has taken place.

Ancillary trading income includes the income raised through the charity's café. This is considered to be primary purpose trading, as the café is staffed by Training Centre candidates and provides them with hands-on experience in many areas. The café income is generally received

by cash or card and this is recognised when received.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category.

Expenditure on raising funds is that incurred in seeking voluntary income.

Expenditure on charitable activities includes costs incurred to operate the training programmes and the cafés, along with associated support costs.

Support costs, such as general management, governance and financial management, are allocated across the categories of charitable activities and costs of raising funds. The basis of the cost allocation is explained in the notes.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property improvements	10 years straight line
Plant and machinery	4 years straight line
Fixtures and equipment	5 years straight line
Computers	4 years straight line
Website	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/ (expenditure) for the year.

1.8 Investments

Investments in subsidiaries are measured at cost less impairment.

1.9 Stocks

Stocks are consistently valued at the lower of cost and estimated selling price less costs to sell. Cost is calculated using the first-in, first out formula. Provision is made for damaged, obsolete and slow-moving stock where appropriate.

1.10 Financial instruments

Financial instruments are recognised in the statement of financial position when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

1. Accounting Policies (continued)

1.11 Employee benefits

The cost of any holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable and receivable under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the period of the lease.

1.14 Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

The trading subsidiary is liable to corporation tax. Taxation for the year comprises current and deferred tax. Tax is recognised in the consolidated statement of financial activities. Current or deferred taxation assets and liabilities are not discounted. Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2. Critical Accounting Estimates and Judgements

In the application of the group's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The group has no areas of critical accounting estimates and judgements.

3. Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations	214,388	557,064	771,452	614,352
Gift Aid	11,544	-	11,544	11,435
For the year ended 31 July 2024	225,932	557,064	782,996	625,787
For the year ended 31 July 2023	220,009	405,778		625,787

4. Charitable Activities

	Training Centre £	Café £	2024 £	2023 £
Services provided under contract	861,804	-	861,804	692,257
Ancillary trading income (café sales)	-	349,556	349,556	467,477
For the year ended 31 July 2024	861,804	349,556	1,211,360	1,159,734
For the year ended 31 July 2023	692,257	467,477		1,159,734

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

5. Investments

	2024 £	2023 £
Interest receivable	32,153	4,227

6. Expenditure on Raising Funds

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Fundraising and publicity				
Staging fundraising events	3,502	-	3,502	-
Advertising	8,577	-	8,577	146
Other fundraising costs	11,702	-	11,702	2,500
Staff costs	153,204	-	153,204	81,751
Total for the year ended 31 July 2024	176,985	-	176,985	84,397
Total for the year ended 31 July 2023	84,397	-		84,397

7. Charitable Activities

	Training Centre £	Café £	Employment Centre £	Total 2024 £	Total 2023 £
Staff costs	624,618	305,500	174,420	1,104,537	1,094,710
Advertising	1,921	1,222	1,522	4,665	6,458
Depreciation and impairment	7,303	5,381	-	12,684	8,132
Staff training	6,340	297	-	6,637	3,650
Café purchases	-	150,727	-	150,727	189,158
Enrichment	24,185	-	-	24,185	23,899
Rent and rates	-	64,997	105	65,102	82,269
Freelance support	25,950	-	-	25,950	27,379
Light and heat	-	6,049	-	6,049	2,547
Partner college fees	-	-	-	-	40,285
Repairs and renewals	267	12,805	303	13,375	14,300
Cleaning	40	15,936	-	15,976	5,405
Telephone	-	2,553	45	2,598	2,352
PPS and computer	1,096	885	114	2,095	5,802
Insurance	-	822	-	822	6,785
Travel	3,537	3,182	7,880	14,599	3,568
Awarding body fees	2,806	-	-	2,806	670
Legal and professional	454	-	-	454	-
Sundry expenses	3,994	1,942	3,192	9,129	2,588
Subscriptions	2,675	2,790	-	5,465	4,365
Bank charges	75	4,150	-	4,226	-
	705,259	579,240	187,581	1,472,081	1,524,323
Share of support costs (see note 8)	166,559	135,329	45,110	346,999	304,188
Share of governance costs (see note 8)	25,179	20,458	6,819	52,455	48,649
	896,997	735,027	239,510	1,871,535	1,877,160
Analysis by fund					
Unrestricted funds – general	457,630	718,255	239,510	1,415,396	1,465,002
Restricted funds	439,367	16,772	-	456,139	412,158
For the year ended 31 July 2024	896,997	735,027	239,510	1,871,535	1,877,160
For the year ended 31 July 2023	977,740	694,124	205,296		1,877,160

The support costs have been allocated to activities based on the proportion of costs and time spent on activities. The split is 48% Training centre, 39% Café and 13% Employment Centre.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

8. Support Costs

	Support costs £	Governance costs £	Total 2024 £	Total 2023 £
Staff costs	167,797	-	167,797	164,822
Depreciation and impairment	21,209	-	21,209	24,148
Marketing	7,248	-	7,248	13,169
Enrichment activities	-	-	-	470
Rent and rates	43,212	-	43,212	9,313
Insurance	7,858	-	7,858	818
Light and heat	3,249	-	3,249	196
Repairs and renewals	15,887	-	15,887	4,074
Cleaning	9,455	-	9,455	4,603
Staff training	2,691	-	2,691	2,003
Staff welfare	7,954	-	7,954	6,388
Telephone	1,654	-	1,654	1,132
PPS and computer	11,026	-	11,026	15,431
Freelance support	-	-	-	2,642
Subscriptions	3,820	-	3,820	4,778
Recruitment fees	2,689	-	2,689	3,400
Travel	947	-	947	5,468
Awarding body fees	2,150	-	2,150	1,593
Sundry costs	698	-	698	4,022
Bookkeeping	34,059	-	34,059	30,342
Accountancy	-	28,883	28,883	31,540
Legal and professional	-	23,572	23,572	19,122
Bank charges	3,395	-	3,395	3,362
	346,999	52,455	399,454	352,837

Governance costs includes payments of £12,000 (2023: 10,758) for audit fees, and £10,980 (2023: 13,380) for other accounting services provided by the auditor.

9. Employees and Trustees

Number of employees	2024 Number	2023 Number
The average monthly number employees during the year was:		
Direct	65	65
General	4	3
	69	68

Employment costs	2024 £	2023 £
Wages and salaries	1,275,718	1,216,512
Social security costs	110,599	91,302
Other pension costs	39,221	33,468
	1,425,538	1,341,282

There were no employees whose annual remuneration was £60,000 or more.

10. Trustee Remuneration and Benefits

No Trustees were paid remuneration (2023: £nil).

During the year, no Trustees were reimbursed expenses (2023: £nil).

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

11. Tangible Fixed Assets

Group	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Website costs £	Totals £
Cost:						
At 1 August 2023	102,373	44,983	64,608	51,234	-	263,199
Additions	4,000	7,379	3,746	8,497	7,344	30,966
Disposals	-	(43)	-	-	-	(43)
At 31 July 2024	106,373	52,319	68,354	59,731	7,344	294,122
Depreciation:						
At 1 August 2023	58,138	28,478	47,468	34,311	-	168,395
Charge for the year	10,448	4,835	7,677	8,240	2,654	33,854
Eliminated on disposal	-	(4)	-	-	-	(4)
At 31 July 2024	68,586	33,309	55,145	42,551	2,654	202,245
Net book amount:						
At 31 July 2024	37,787	19,010	13,209	17,180	4,690	91,876
At 31 July 2023	44,235	16,505	17,140	16,923	-	94,803

Charity	Leasehold property improvements £	Plant & machinery £	Fixtures & equipment £	Computers £	Website costs £	Totals £
Cost:						
At 1 August 2023	102,373	36,921	61,510	51,234	-	252,039
Additions	4,000	7,379	3,746	8,497	7,344	30,966
Disposals	-	(43)	-	-	-	(43)
At 31 July 2024	106,373	44,257	65,256	59,731	7,344	282,962
Depreciation:						
At 1 August 2023	58,138	20,418	44,368	34,311	-	157,235
Charge for the year	10,448	4,835	7,677	8,240	2,654	33,854
Eliminated on disposal	-	(4)	-	-	-	(4)
At 31 July 2024	68,586	25,249	52,045	42,551	2,654	191,085
Net book amount:						
At 31 July 2024	37,787	19,008	13,211	17,180	4,690	91,876
At 31 July 2023	44,235	16,503	17,142	16,923	-	94,803

12. Fixed Asset Investments

Charity	Investment in subsidiary £
Cost or valuation	
At 1 August 2023 and 31 July 2024	2
Carrying amount	
At 31 July 2024	2
At 31 July 2023	2

These financial statements include the results for the charity's subsidiary, Café Domenica Limited. The financial statements of Café Domenica Limited are unaudited. The details of the subsidiary are:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held
Café Domenica Limited	5-7 Preston Road, Brighton BN1 4QE	Dormant from operation of cafés	Ordinary	100

The subsidiary ceased trading on 31 July 2023 and the operation of the cafés was transferred to Team Domenica.

13. Stocks

Group	2024 £	2023 £
Café inventories	7,358	6,971

Charity	2024 £	2023 £
Café inventories	7,358	6,971

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

14. Debtors

Group	2024 £	2023 £
Trade debtors	52,294	97,427
Prepayments and accrued income	65,748	359,366
Other debtors	9,500	12,342
	127,542	469,135

Charity	2024 £	2023 £
Trade debtors	52,294	96,379
Prepayments and accrued income	65,748	359,366
Intercompany balance	11,481	-
Other debtors	9,500	9,500
	139,023	465,245

15. Creditors: Amounts Falling Due Within One Year

Group	2024 £	2023 £
Trade creditors	33,674	19,113
Accruals and deferred income	39,879	47,414
Other creditors	818	12,042
Other taxation and social security	31,357	40,035
	105,728	118,604

Charity	2024 £	2023 £
Trade creditors	33,674	8,488
Other creditors	818	7,971
Other taxation and social security	31,357	20,963
	105,728	82,676

16. Retirement Benefit Schemes

Defined contribution schemes

The group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

The charge to the consolidated statement of financial activities in respect of defined contribution schemes was £39,221 (2023: £33,468).

The pension costs have been allocated between the different activities based on the member of staff that the pension cost relates to and where they work in the charity. Where staff have worked on projects which have received restricted funds, a proportion of those costs which relate to the restricted projects has been allocated to the restricted cost.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

17. Restricted Funds

Group and charity

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 July 2024 £
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	
Training Centre	82,827	300,771	(208,812)	-	174,786
Staff Parties	-	-	-	-	-
Curriculum Enrichment	-	27,258	(16,772)	-	10,486
Staff Training	2,214	-	-	-	2,214
Café Running Costs	-	-	-	-	-
Laptop/Camera	763	-	(763)	-	-
Office	13,508	213,302	(217,209)	-	9,601
Preston Road	3,000	15,733	(12,583)	-	6,150
	102,311	557,064	(456,139)	-	203,236

The Training Centre Fund relates to donations received towards funding salaries.

The Staff Parties Fund includes a donation given to contribute towards a summer party and Christmas party for staff.

The Curriculum Enrichment Fund includes a donation to cover the costs associated with the charity's enrichment delivery, provider and hire fees.

The Staff Training fund relates to income for the training of staff.

The Café Running Costs fund relates to a grant to assist with café running costs.

The Laptop/Camera Fund relates to a donation provided for the purpose of a purchase of a laptop & camera.

The Office Fund relates to a grant received for new office costs.

The Preston Road Fund relates to a donation towards the purchasing of new equipment for Café Domenica.

18. Unrestricted Funds

Group	Movement in funds				Balance at 31 July 2024 £
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,210,078	1,469,445	(1,592,381)	(750,000)	337,142
Designated funds	-	-	-	750,000	750,000
	1,210,078	1,469,445	(1,592,381)	-	1,087,142

Charity	Movement in funds				Balance at 31 July 2024 £
	Balance at 1 August 2023 £	Incoming resources £	Resources expended £	Transfers £	
Unrestricted reserve	1,217,072	1,469,445	(1,592,375)	(750,000)	344,142
Designated funds	-	-	-	750,000	750,000
	1,217,072	1,469,445	(1,592,375)	-	1,094,142

Unrestricted funds represent the free funds of the group that are not designated for particular purposes.

Designated funds represent amounts attributed to a New Building Reserve.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

19. Analysis of Net Assets Between Funds

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2024 are represented by:			
Property, plant and equipment	91,876	-	91,876
Current assets/liabilities	995,266	203,236	1,198,502
Total Net Assets	1,087,142	203,236	1,290,378

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2024 are represented by:			
Property, plant and equipment	91,876	-	91,876
Investments	2	-	2
Current assets/liabilities	1,002,264	203,236	1,205,500
Total Net Assets	1,094,142	203,236	1,297,378

Group	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Current assets/liabilities	1,115,275	102,311	1,217,586
Total Net Assets	1,210,078	102,311	1,312,389

Charity	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 July 2023 are represented by:			
Property, plant and equipment	94,803	-	94,803
Investments	2	-	2
Current assets/liabilities	1,122,267	102,311	1,224,578
Total Net Assets	1,217,072	102,311	1,319,383

20. Operating Lease Commitments

	Land and buildings 2024 £	Other operating leases 2024 £	Land and buildings 2023 £	Other operating leases 2023 £
Future minimum lease payments for non-cancellable operating leases payable in:				
Less than one year	61,446	-	69,100	-
Between one and five years	72,564	-	134,010	-
Over five years	-	-	-	-
	134,010	-	203,110	-

In the year ended 31 July 2022, a licensing agreement was entered into with Jubilee Library for three years, whereby a contribution is due from the licensee of 7% of the quarterly net turnover from the Jubilee Library Café Domenica stall, with a review on this contribution after the first 12 months.

In the year ended 31 July 2023, an agreement was entered into with Plus X Brighton which included a revenue share fee of 10% for the following revenue sources: building events outside of daily schedule catered for by the licensee from its events food and beverage menus, and member meeting catering provided by the licensee from its meeting food and beverage menus.

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

21. Related Party Transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

	2024 £	2023 £
Aggregate compensation	194,509	128,440

During the year, donations receivable from the trustee, A Polizzi di Sorrentino, amounted to £nil (2023: A Polizzi di Sorrentino, trustee, £220) and from key management personnel, J Cook amounted to £33 (2023: J Cook, £132). Income for Day Service attendance for the daughter of the trustee, R Monckton amounted to £6,770 (2023: £4,149). At the year end, R Monckton owed Team Domenica £758 (2023: £292) for these services. These services were charged at the same rate as other candidate users of the service.

22. Limited by Guarantee

The charitable company is limited by guarantee and does not have share capital. It is incorporated in England and Wales.

In the event of the charitable company being wound up, each member has undertaken to contribute to the assets of the charitable company such amounts as may be required not exceeding £1.

The number of members at 31 July 2024 was 6 (2023: 6).

23. Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2024 £	2023 £
Net income for the year	(22,011)	(171,809)
Adjustments for:		
Investment income recognised in statement of financial activities	(32,153)	(4,227)
Depreciation and impairment of property, plant and equipment	33,854	32,284
Loss on disposal	39	-
Movements in working capital:		
Decrease in trade and other receivables	341,593	331,469
(Increase) in stocks	(387)	3,640
(Decrease) in trade and other payables	(12,876)	39,804
Net cash flow from operations	308,059	231,161

24. Analysis of Changes in Net Funds

	At 1 August 2023 £	Cash flow £	At 31 July 2024 £
Net cash			
Cash at bank and in hand	860,084	309,246	1,169,330
	860,084	309,246	1,169,330

Notes to the Financial Statements

Year ended 31 July 2024 (continued)

25. Donations, Trusts and Charitable Sources

➤ 29th May 1961 Charitable Trust	➤ Ernest Kleinwort Charitable Trust	➤ National Lottery Community Fund
➤ Albert Gubay Charitable Foundation	➤ Focus Foundation	➤ OneFamily Foundation
➤ Baily Thomas Charitable Fund	➤ Fonthill Foundation	➤ Rosaz Charity
➤ Blagrove Trust	➤ Garfield Weston Foundation	➤ Rothschild Family Trust
➤ Bryan Guinness Charitable Trust	➤ Gosling Foundation	➤ Savoy Educational Trust
➤ Charles Plater Trust	➤ Hedley Foundation	➤ Screwfix Foundation
➤ Charlotte Marshall Charitable Trust	➤ Henry Smith Charity	➤ Sir Jules Thorn Trust
➤ Considered Ask Foundation	➤ Hobson Charity	➤ S.H.E.D.
➤ Co-op Community Fund	➤ Ian Askew Charitable Trust	➤ Sophie Jane Tyler Trust
➤ Chapman Charitable Trust	➤ Hosking Charitable Trust	➤ Southover Manor Trust
➤ Cow Corner Ltd	➤ Waitrose Hove Community Matters	➤ St James's Place Foundation
➤ David Family Foundation	➤ MariaMarina Foundation	➤ Sussex Community Foundation
➤ Drapers' Charitable Fund	➤ Masonic Charitable Trust	➤ The de Laszlo Foundation
➤ Enjoolata Foundation	➤ Monday Charitable Trust	➤ Trusthouse Foundation
➤ Ennismore Charitable Trust	➤ Morrisons Foundation	➤ W. O. Street Charitable Foundation



Gemma in our training café on Preston Road

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