

Breadwinners Foundation
Annual Reports and Financial Statements
For The Year Ended
31 March 2022

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Reference and Administrative Details

Status Breadwinners Foundation is a registered charitable organization incorporated on 20 April 2016.

Governing Document The company was established under Charities Act 2011.

Charity registration number 1166646

Board of Trustees
Baneta Yelda
Eve Hemingway
Marika Wilkinson
Tim Stoller
Tracey Hamer
Kate Sanger
Harry George

Principal Address
3 Space International
House Canterbury Cres
London
SW9
7QE

Independent Examiner
Carbon Accountancy Limited
Chartered Accountants and Registered
Auditors
80-83 Long Lane
London EC1A 9ET

Trustees' Report for the period ended 31 March 2022

The trustees present their report and the independently examined financial statements for the year ended 31 March 2022.

The Board of Trustees are satisfied with the performance of the charity during the period and the position on 31st March 2022 and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations.

The reference and administrative information set out on page 1 forms part of this report and the financial statements comply with current statutory requirements and the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP).

A Review of Charitable Activities Undertaken by the Charity for the year 2021/22.

The charity Breadwinners Foundation had a successful year in 2021/2022, despite the challenges posed by the COVID-19 pandemic. In addition to its traditional face-to-face market model, the organization launched an online wholesale program to support young refugees and people seeking asylum. As a result, Breadwinners was able to sell over 60,000 artisan baked goods at established and new London markets, as well as pilot operations in Brighton. They also transformed their e-commerce model developed during lockdowns into a wholesale model, supplying socially conscious cafes and restaurants. This allowed Breadwinners to continue running their flagship programs "Risers" (for young people seeking asylum) and "Breadwinners" (for refugees), and to introduce a new program called "Proofers" (for refugees) to manage e-commerce and wholesale operations.

In recognition of their innovative approach and impact, Breadwinners produced their second peer-led impact report and received three awards: the Prove It: Social Impact Award at the UK Social Enterprise Awards 2022, the Impact Management Champion award from Pioneers Post SE100 2022, and the Social Innovation Award from the Social Value Portal 2022.

Breadwinners' artisan baked goods were sold at ten weekly markets in London and four in Brighton, as well as at six events. They also provided market services to three weekly markets and supported a bakery with packing during staff shortages. Their wholesale operations grew to include 21 cafes and restaurants every week, and four corporate events. These retail operations allowed Breadwinners to provide over 900 days of paid work, totaling £61,332.88 (a 170% increase from the previous period) in self-employed earnings to participants in the "Breadwinners" and "Proofers" programs, as well as 440 days of work experience for "Risers" program participants. In addition, the charity paid £8,946 in travel and subsistence expenses to enable young refugees to access their programs and provided 18 laptops to ensure inclusivity and accessibility.

During the lockdown period, Breadwinners continued to offer a hybrid of online and in-person training, providing 108 sessions that taught new employability skills to program participants and 13 community sessions to keep the community connected. The core team at Breadwinners grew from 5 people (3.3 FTE) to 7 people (4.7 FTE) to be able to increase the support provided to young people. The trustees are proud of the impact achieved by the organization and all the graduates and mentors of the "Breadwinners," "Risers," and "Proofers" programs.

The Risers Program

The "Risers" program, run by the charity for four years, successfully delivered four cohorts of young refugees and asylum seekers aged 16-24. Of the 121 applications received, 56 participants were able to take part in the structured program, which included work experience at Breadwinners market stalls, training in customer service, sales, food hygiene, and CV and interview skills, as well as one-on-one mentoring support. The program saw high attendance rates, with participants demonstrating their eagerness to learn and be a part of the market community. Through the program, 440 work experience sessions were offered, totaling over 880 hours of work experience for the participants. In addition, 41 training sessions were held to help participants develop transferable skills, and 426 one-on-one mentoring sessions were conducted to support their personal development and expand their networks.

Since graduating from the program, 18 participants received permission to work and have gained employment, with 15 of them being promoted to paid positions as Breadwinners Foundation Stall Managers on the "Breadwinners" Program.

The Breadwinners Program

The "Breadwinners" program saw 50 unemployed refugees apply to participate between London and Brighton, and 34 of them were supported by the Breadwinners Foundation in securing their first job as part-time self-employed market stall managers, earning the "Real" living wage. Of the 34 participants, 17 were recruited from the pool of graduates from the "Risers" program. Through the bread stalls, the program provided participants with the opportunity to transition from unemployment to work in a supportive, entrepreneurial environment before entering long-term employment. Working at the market stalls allowed participants to gain confidence, improve their English language skills, and become more integrated with their community. The program also provided participants with the opportunity to develop and apply new skills, such as ordering, sales, marketing, and financial management, as well as support and manage the work experience of "Risers" participants.

Throughout the program, an average of 6.56 months, all participants (100%) progressed into other jobs with the help of their mentors.

The Community Activities

To build a sense of belonging and combat the isolation young refugees experience in the UK, Breadwinners Foundation continued to run community activities with the help of volunteers. These activities provide a safe space for community members to meet, foster a deeper sense of belonging, and support the activities, including a farm visit, a 5k run, a "Great walk" for refugee week, online skills-sharing sessions, sports, and art, with a total of 160 members from the community participating. health and well-being of participants. During the current financial period, the Breadwinners Foundation has run 13 community activities, including a farm visit, a 5k run, a "Great walk" for refugee week, online skills-sharing sessions, sports, and art, with a total of 160 members from the community participating.

The Long term impact

In December 2021, Breadwinners Foundation set out to produce the second peer-led Social Impact report. We ran a series of 1-to-1 peer-led (done by the Proofer's program participants) interviews to uncover the programmers' social impact, ensuring we are continuously improving these programs, based on feedback from those experiencing them.

The main aim was to look for ways to improve the support the Breadwinners Foundation could provide to young refugees while providing new skills to our Proofer's Program participants. The interviews ensured that information was captured in an unbiased way, led by experts who were active participants in the programs. We were able to get more honest and useful answers since the people asking the questions had gone through the programs themselves.

Two "Proofer's" program participants were tasked to call 143 program graduates. 48 interviews were fully completed and have been used for the report. After this report, we made changes based on their feedback. Breadwinners foundation also tested previous changes made, from open-ended to fixed-term programs. Below are the key findings from participants.

Two "Proofer's" program participants were tasked to call 143 program graduates. 48 interviews were fully completed and have been used for the report.

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Positive findings

- 97% said they would recommend Breadwinners to a friend
- 91% said they were happy with the support they received from their mentor
- 83% said their BW experience had helped them towards their dream job

Improvements findings

- 54% said they didn't know what work or training opportunities were available to them
- 77% said they preferred face-to-face training
- 1 young person requested additional assistance with physical work
- 8% said they were unable to complete the program due to mental health issues

Actions Breadwinners Foundation has taken

- Organizing regular volunteering fairs for partners to present work and training opportunities to participants
- Increasing 1:1 employment support for participants to help their progression upon program completion
- To address the lower attendance of online training sessions due to online fatigue, we will deliver all training in-person
- Introduction of a rewards system. After undertaking an internal review, we will increase the wages of participants who complete all training sessions to incentivise development.
- Updated risk assessment and equipment management processes
- Increasing support for people who struggle physically to avoid the risk of injury
- We dealt with 42 crisis concerns and followed up 177 times to ensure participants were receiving the necessary support
- Strengthening partnerships with expert organizations to ensure we provide tailored support to people in times of crisis
- Regular training for core team staff in safeguarding and mental health

In addition to this peer-led feedback, Breadwinners Foundation uses the outcomes star's self-assessment impact framework to assess the impact continuously.

- 100% said their communication skills had improved
- 98% said they felt more prepared for work and training
- 93% said they felt more motivated to reach their goals
- 92% said they felt they'd made a difference in their community
- 96% said their well-being had improved

Customers and other market traders have not only benefited from the quality of products and services offered by Breadwinners Foundation's program participants, but they have also learned more about the participants' experiences, stories, and countries of origin, fostering a deeper understanding and connection between different communities.

To gauge customer satisfaction, Breadwinners and Risers program participants surveyed customers at the markets, asking them to rate their likelihood of recommending the Breadwinners Foundation to others. The results were overwhelmingly positive, with a 95% Net Promoter Score.

The foundation has also had the support of 74 volunteers and pro-bono advisors who have shared their skills to support the young people and Breadwinner's mission. These volunteers have reported feeling useful to the programs and their local community and the Breadwinners Foundation is grateful for their continued support.

Furthermore, the Breadwinners and Proofers program has been successful in helping 68 participants to progress into work, university or other programs after graduating from Breadwinners and gaining work permits.

Who Breadwinners Foundation supports:

The Breadwinners Foundation focuses on supporting refugees and young people seeking asylum who are facing multiple disadvantages. These individuals may have experienced trauma such as war, torture, or trafficking and as a result may have psychological and physical challenges that affect their confidence, self-esteem, and mental well-being. The foundation works with leading refugee organizations to identify individuals who have the drive and ambition to work, but lack the resources and UK experience to do so.

Despite many refugees being highly skilled and educated, unemployment among refugees in London is estimated to be around 70% *(data from TENT & Braking Barrier "UK employers' guide to hiring refugees"), , compared to a London-wide unemployment rate of around 4%. Barriers to finding work may include a lack of UK training and experience, language issues, and discrimination and misconceptions from employers about their right to work.

This is especially challenging for individuals who have not been allowed to work for long periods while seeking asylum and living on minimal support of £5.83 a day*(data from Gov.uk). Newly recognized refugees also often face gaps in support, such as delays in receiving documents and the rapid withdrawal of support they received while seeking asylum. This can lead to destitution. The Breadwinners Foundation's programs, 'Risers', 'Breadwinners' and 'Proofers', aim to support these individuals to overcome these barriers and move quickly into work, learn or improve their English, and join the local community.

Breadwinners Foundation generous funders and donors

The Breadwinners Foundation is grateful for the generous support of its funders, including the Berkeley Foundation, Betsy Foundation, Chalk Cliff Trust, Lawrence Atwell's Charity, London Donating Network, NPT Transatlantic, Rayne Foundation, The Fore, The National Lottery Community Fund, and The Sussex Community Foundation. These organizations have provided crucial funding to the foundation, allowing it to continue its mission of supporting refugees and young people seeking asylum facing multiple disadvantages.

In addition to these funders, the foundation also receives donations from individuals through market stalls, the website, and fundraising events. The Breadwinners Foundation would like to extend its heartfelt gratitude to Kusum, Empower EBT, Ethical Tea Partnership, HTS, Hanna's and Molly's Marathons, LUSH, the Masons, Shipton Mill, The Big Give Donors, and The Flint Wall Company for their kind donations. Their support is essential to the foundation's ability to continue making a positive impact in the lives of those it serves.

Sustainability

Breadwinners Foundation is committed to achieving long-term sustainability and reducing its reliance on grant funding. The foundation's goal is to have a diverse source of income to ensure the stability and continuity of its programs and services.

In the current financial year, the foundation has seen significant growth in its revenue generated through sales, with an increase of 2.3 times compared to the previous year, totaling £259,905.37. This represents 56% of the total income for the period. The foundation's market and wholesale models have been particularly successful, contributing to this increase.

This diversification of revenue sources has put the foundation in a stronger and more resilient position. The increase in sales and overall income has allowed the foundation to support more beneficiaries, with an increase of 173.98% in payments to young refugees for their work. Breadwinners Foundation continues to strive for sustainable growth and diversification of its income sources to ensure it can continue to make a positive impact in the lives of refugees and young people seeking asylum facing multiple disadvantages.

Looking forward

As we look forward, the Breadwinners Foundation remains committed to updating its strategy and frameworks to support refugees and young people seeking asylum in long-term work. We will continue to monitor and evaluate our performance to ensure that our work remains service user-led, is continuously developed to meet the changing needs of our beneficiaries, and provides transparency to our funders. We are also committed to conducting our first Participatory Action Research Impact Report to gain a deeper understanding of the impact of our programs.

In the coming year, we plan to expand our market stall program across London and establish our operations in Brighton. We will be running our first cohort of Risers in Brighton and optimizing the capacity of young people supported in London. We will also focus on improving our Proofers program and aim to grow our wholesale model. Additionally, we will continue to safely run community activities and events and explore new models to increase the reach and opportunities provided to refugees in the UK.

In the coming year, we plan to expand our market stall program across London and establish our operations in Brighton. We will be running our first cohort of Risers in Brighton and optimizing the capacity of young people supported in London. We will also focus on improving our Proofers program and aim to grow our wholesale model. Additionally, we will continue to safely run community activities and events and explore new models to increase the reach and opportunities provided to refugees in the UK.

A brief statement of the charity's policy on reserves

The Breadwinners Foundation recognizes the importance of maintaining reserves as a young charity to ensure the continuity of its programs and services. We have been using any funds received to meet our working capital requirements and ensure we can continue our mission of supporting refugees and young people seeking asylum facing multiple disadvantages.

In line with the guidance issued by the Charity Commissioners on public benefit, the Trustees have considered their responsibilities and have assessed the main areas of risk, taking action as necessary to minimize that risk and ensure that the needs and well-being of our beneficiaries are at the forefront of our policy. The Trustees are confident that the charity fulfils the criteria for public benefit and will continue to review and monitor our reserve policy to ensure its effectiveness in supporting our mission.

DECLARATION

Approved by the Board of Trustees on 20/01/2023 and signed on their behalf by:



Tim Stoller
(Trustee & Treasurer)

I report on the financial statements of the charity for the period ended 31 March 2022, which are set out on pages 7 to 13. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice 'Accounting and Reporting by Charities (SORP)'.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of accounts. The trustees consider that an audit is not required for the year under section 114(2) of the Charity

The charity's gross income exceeded £25,000 and I am qualified to undertake the examination by being a qualified member of Chartered Accountants in Ireland.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

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

Basis of Independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter other than disclosed above has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements;

- To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



John Leyden FCA

Carbon Accountancy Limited
80-83 Long Lane
London EC1A 9ET

Date: 30/01/2023

	Notes	Restricted £	Unrestricted £	2022 £	2021 £
Income					
Donations and legacies		10,565	16,219	26,784	21,145
Sales		-	259,905	259,905	115,023
Grants		126,998	52,000	178,998	122,742
Total income	8	137,563	328,124	465,687	258,910
Expenditure					
Cost of raising funds	9	-	-	-	(594)
Cost of sales	9	4,810	209,834	214,644	92,500
<i>Expenditure on Charitable Activities</i>					
Cost of charitable activities	11	78,712	102,295	181,007	120,241
Total expenditure		83,522	312,129	395,651	212,147
Net income / (expenditure)		54,041	15,996	70,036	46,763
Reconciliation of funds	7				
Total funds(rst) brought forward		59,260	33,264	92,524	45,759
Transfer between funds		364	(364)	-	-
Total funds carried forward		113,665	48,896	162,560	92,522

The statement of financial activities includes all gains and losses in the year. All income and expenditure derived from continuing activities.

The notes on pages 9 to 12 form an integral part of these financial statements.

	Notes	2022 £	2021 £
Intangible assets			-
Tangible assets			-
Current Assets			
Stocks	9	-	-
Debtors	2	13,449	927
Cash at Bank & in hand	3	<u>153,731</u>	<u>98,558</u>
Total current assets		<u>167,179</u>	<u>99,485</u>
Creditors			
Amounts falling due within One Year	4	(4,620)	(6,961)
Net Current Assets		<u>162,560</u>	<u>92,524</u>
Net Assets	10	<u>162,560</u>	<u>92,524</u>
Total funds of the charity	7		
Restricted Funds		113,665	59,260
Unrestricted Funds		48,896	33,264
		<u>162,560</u>	<u>92,524</u>

For the financial year ended 31 March 2021, the charity was entitled to exemption from audit relating to small charities.

Trustee's responsibilities:

The trustees acknowledge their responsibilities for complying with the requirements of the Charities Act with respect to accounting records and the preparation of accounts.

Approved by the trustees on 20/01/2023 and signed on their behalf by:



Tim Stoller

(Trustee & Treasurer)

The notes on pages 9 to 12 form an integral part of these financial statements.

1) Accounting Policies

Summary of significant accounting policies and key accounting estimates

The principle 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.

Statement of compliance

The financial statements have been prepared under in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (SORP)'.

Basis of preparation

These financial statements have been prepared using the historic cost convention, unless otherwise stated in the accounting policies.

Income

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objective of the charity. Restricted funds are those donated for use in particular area of specific purposes, the use of which is restricted to that area or purpose.

Expenditure

Cost of raising funds relate to those specific costs incurred in organizing and staging fundraising events and seeking voluntary contributions together with attributable support costs.

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

Governance costs comprise those costs associated with meeting the constitutional and strategic requirements of the charity and the audit fees and costs linked to strategic management of the charity.

Taxation

As a registered charity, the company is exempt from income and corporation tax to the extent that its income and gains are applied to charitable purpose only.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees' continue to adopt the going concern basis in accounting in preparation of financial statements.

Debtors

Debtors and other receivable are recognized initially at the transaction price. They are subsequently measured at amortized cost using the effective interest method, less provision for impairment. A provision for the impairment is established when there is objective evidence that the group will not be able to collect all amounts due according to the original terms of the receivables.

Creditors

Creditors are obligation to pay at the balance sheet date as a result of past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors are recognized at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or service it must provide.

Debtors

2)

	2022 £	2021 £
Trade debtors	13,449	927
Prepayments and accrued income	-	-
	<u>13,449</u>	<u>927</u>

Cash at bank and in hand

3)

	2022 £	2021 £
Cash at bank(CAF)	152,912	98,056
PayPal	-	253
Cash on hand	-	-
Soldo	<u>818</u>	<u>249</u>
	<u>153,731</u>	<u>98,558</u>

4) Amounts falling due within one year

	2022 £	2021 £
PAYE		
Pension payable	197	
Other creditor	-	1,599
Trade creditors	4,423	5,527
Wages control account	<u>0</u>	<u>(165)</u>
	<u>4,620</u>	<u>6,961</u>

5) **Taxation**

As a charity, Breadwinners Foundation is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or

6) **Staff costs and emoluments**

The average number of employee during the year was 2 (2021: 2)

No remuneration or benefits were paid to any trustee during the period covered by the financial statements, nor were any expenses reimbursed to trustees.

7) **Reconciliation of funds**

	31 March 2021 £	Receipt £	Payments £	Transfers £	31 March 2022 £
Restricted funds:					
Allen & Overy	78				78
Awards for All/TNL award	10,146	10,000	(20,052)		94
Lawrence Atwell's Charity	10,000	10,000	(19,859)		141
Berkeley Foundation		28,998	(2,424)		26,574
Betsy foundation		25,000	(1,167)		23,833
Chalk Cliff Trust		5,000	(4,417)		583
Sussex Community Foundation		10,000	(2,994)		7,006
NPT Transatlantic		3,000	(3,001)	1	(0)
RBS	12,171		(12,251)	80	0
Rayne Foundation	10,000				10,000
GLA Thrive	69				69
BigGive Xmas	15,887	10,565	(12,972)		13,480
Postcode society trust			(2)	2	0
People's Postcode lottery			(150)	150	-
Peoples Project	9				9
Vinci Foundation	69		(200)	131	(0)
London Community Response	<u>276</u>		<u>(181)</u>		<u>95</u>
	59,260	137,563	(83,522)	364	113,665
Unrestricted funds	33,264	328,124	(312,129)	(364)	48,896
Total funds	<u>92,524</u>	<u>465,687</u>	<u>(395,651)</u>	-	<u>162,560</u>

Income

8)

	Restricted	Unrestricted	2022	2021
	£	£	£	£
<i>Grants:</i>				
TNL Awards	10,000	-	10,000	
Balfour		14,000	14,000	14,000
Lawrence Atwell	10,000	-	10,000	10,000
Berkeley Foundation	28,998	-	28,998	
RBS		-	-	28,000
Betsy Foundation	25,000	-	25,000	
Rayne Foundation		10,000	10,000	10,000
London community response		-	-	22,490
Urban food award		-	-	1,250
NPT transatlantic	3,000		3,000	
Ldn donation networks		8,000	8,000	
The Economists	-		-	5,000
SSE	35,000	20,000	55,000	32,002
Chalk Cliff Trust	5,000		5,000	
Sussex community foundation	10,000	-	10,000	
Total grants	126,998	52,000	178,998	122,742
<i>Donations:</i>				
Various other	-	16,219	16,219	10,147
Total donations	10,565	16,219	26,784	21,145
<i>Sales:</i>				
Mkt Sales	-	156,630	156,630	75,156
Online Sales	-	14,048	14,048	36,245
Services Revenue	-	15,655	15,655	2,325
B2B Sales	-	73,248	73,248	1,298
Other income		324	324	
Total sales	-	259,905	259,905	115,024
Total income	137,563	328,124	465,687	258,910

9) Cost of sales and raising funds

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Cost of goods sold	75	137,008	137,083	59,543
Direct expenses	10	16,218	16,228	10,571
Self-employed breadwinners	4,725	56,608	61,333	22,386
Fundraising costs	-	-	-	(594)
	4,810	209,834	214,644	92,500

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Fund balance represented by:				
Current assets	113,665	53,514	167,179	99,485
Current liabilities	-	(4,620)	(4,620)	(6,961)
At end of year	113,665	48,895	162,560	92,524

Charitable expenditure

11)

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Cost of charitable activities:				
General Expenses	2,155	362	2,517	1,054
Pitch Fee	990	17,707	18,697	10,461
Venue	2,038	180	2,218	1,992
Delivery	-	22,395	22,395	12,460
Repairs and Maintenance	-	-	-	400
Training	2,207	358	2,565	1,419
Travel & Subsistence	6,630	2,316	8,946	3,063
Equipment expensed	8,646	58	8,704	7,057
Volunteer Expenses	5	-	5	322
Fundraising cost	-	-	-	(594)
	<u>22,672</u>	<u>43,376</u>	<u>66,047</u>	<u>37,635</u>
Support cost of charitable activities:				
<i>Direct support costs:</i>				
Staff costs	36,477	20,529	57,006	22,760
Staff costs - Project Director	-	-	-	2,550
Development consultant	-	60	60	-
	<u>36,477</u>	<u>20,590</u>	<u>57,066</u>	<u>26,695</u>
<i>Management and administration cost:</i>				
Advertising	213	778	991	288
Staff Training	-	-	-	-
Bank Fees	88	12	100	69
Insurance	233	-	233	233
Office Expenses	14	1,266	1,280	-
Salaries	15,153	34,650	49,803	49,278
Employer NI	220	413	633	1,304
Pension	189	874	1,063	897
PPS	744	132	876	476
Rent	-	-	-	-
Subscriptions	1,916	124	2,040	1,390
Website	374	-	374	1,043
Telephone and internet	420	80	500	340
	<u>19,564</u>	<u>38,330</u>	<u>57,894</u>	<u>55,318</u>
Total charitable expenditure	<u>78,712</u>	<u>102,295</u>	<u>181,007</u>	<u>119,647</u>

Income and expenditure by market activity

12)

	Restricted	Unrestricted	Total 2022	Total 2021
	£	£	£	£
Income				
Sales	-	259,581	259,581	115,023
	<u>-</u>	<u>259,581</u>	<u>259,581</u>	<u>115,023</u>
Cost of sales				
Cost of Goods Sold	75	137,008	137,083	59,543
Direct Expenses	10	16,218	16,228	10,571
Self-employed Breadwinners	<u>4,725</u>	<u>56,608</u>	<u>61,333</u>	<u>22,386</u>
	<u>4,810</u>	<u>209,834</u>	<u>214,644</u>	<u>92,500</u>
Gross profit / (loss)	(4,810)	49,747	44,937	22,523
Other income				
Donations	10,565	16,219	26,784	21,095
Grants & Trusts	126,998	52,000	178,998	122,742
Other Income	<u>-</u>	<u>324</u>	<u>324</u>	<u>50</u>
	<u>137,563</u>	<u>68,543</u>	<u>206,106</u>	<u>143,887</u>
	<u></u>	<u></u>	<u></u>	<u></u>
Admin costs				
Advertising	213	778	991	288
Fundraising costs	-	-	-	(594)
Bank Fees	88	12	100	69
Insurance	233	-	233	233
Office Expenses	14	1,266	1,280	
PPS	744	132	876	476
Salaries	15,153	34,650	49,803	49,278
Employer NI	220	413	633	1,304
Pension	189	874	1,063	897
Subscriptions	1,916	124	2,040	1,390
Staff training	-	-	-	1,385
Website	374	-	374	1,043
Telephone and internet	<u>420</u>	<u>80</u>	<u>500</u>	<u>340</u>
	<u>19,564</u>	<u>38,330</u>	<u>57,894</u>	<u>56,109</u>
	<u></u>	<u></u>	<u></u>	<u></u>
General Expenses	2,155	362	2,517	1,054
Pitch Fee	990	17,707	18,697	10,461
Venue	2,038	180	2,218	1,992
Delivery	-	22,395	22,395	12,460
Volunteer Expenses	5	-	5	322
Training	2,207	358	2,565	1,419
Travel & Subsistence	<u>6,630</u>	<u>2,316</u>	<u>8,946</u>	<u>3,063</u>
	<u>14,025</u>	<u>43,318</u>	<u>57,343</u>	<u>31,171</u>
	<u></u>	<u></u>	<u></u>	<u></u>
Support staff costs				
Staff Costs	36,477	20,529	57,006	22,760
Staff Costs - Project Director	-	-	-	2,550
Development consultant	<u>-</u>	<u>60</u>	<u>60</u>	<u>-</u>
	<u>36,477</u>	<u>20,590</u>	<u>57,066</u>	<u>25,310</u>
	<u></u>	<u></u>	<u></u>	<u></u>
Total operating expenses	70,066	102,237	172,303	112,590
Operating profit / (loss)	62,687	16,053	78,740	53,821
Non-operating expenses				
Equipment expensed	<u>8,646</u>	<u>58</u>	<u>8,704</u>	<u>7,057</u>
	<u>8,646</u>	<u>58</u>	<u>8,704</u>	<u>7,057</u>
	<u></u>	<u></u>	<u></u>	<u></u>
Net profit / (loss)	54,041	15,996	70,036	46,763