

PLYMOUTH VCSE

England & Wales · Charity number 1167515

Details

Other names Plymouth Octopus

Status Registered

Legal form CIO

Registered 2016-06-07

Register [View on the Charity Commission register](#)

Contact

Address Box Number 48
HQ Building
237 Union Street
Plymouth
PL1 3HQ

Phone 01752 741 411

Email Info@plymouthoctopus.org

Website www.plymouthoctopus.org

Activities

Objects: TO PROMOTE THE VOLUNTARY SECTOR AND TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF OTHER CHARITABLE ORGANISATIONS FOR THE BENEFIT OF THE PUBLIC IN THE AREA OF PLYMOUTH AND ITS ENVIRONS BY: I. LIAISING BETWEEN CHARITIES, VOLUNTARY ORGANISATIONS, GOVERNMENT AGENCIES AND OTHER GROUPS ON RELEVANT ISSUES; II. PROVIDING TRAINING, CONFERENCES AND SEMINARS ON SUBJECTS RELEVANT TO THEIR EFFICIENCY; III. IDENTIFYING THEIR NEEDS AND ESTABLISHING PROJECTS OR POLICIES TO ADDRESS THEM; IV. ASSISTING IN THE ADMINISTRATION OF FUNDING PROGRAMMES TO CHARITIES AND VOLUNTARY ORGANISATIONS, MONITORING FOR GRANTS, RECOMMENDING GRANTS, ASSISTING IN APPLICATIONS FOR GRANTS; V. PROVIDING INFORMATION TO THE PRESS AND THE PUBLIC ON THE OPERATION OF, OR PROBLEMS ENCOUNTERED BY THEM; VI. PROVIDING SERVICES TO THEM SUCH AS LEGAL, ACCOUNTANCY AND MANAGEMENT ADVICE SERVICES; VII. PROVIDING ADVICE AND INFORMATION ON FUND-RAISING TECHNIQUES APPROPRIATE FOR VOLUNTARY ORGANISATIONS AND CHARITIES; VIII. ACTING AS A REPRESENTATIVE IN RELATION TO GOVERNMENT POLICIES AND LEGISLATION. THE VOLUNTARY SECTOR' MEANS CHARITIES AND VOLUNTARY ORGANISATIONS. - CHARITIES ARE ORGANISATIONS, WHICH ARE ESTABLISHED FOR EXCLUSIVELY CHARITABLE PURPOSES IN ACCORDANCE WITH THE LAW OF ENGLAND AND WALES. - VOLUNTARY ORGANISATIONS ARE INDEPENDENT ORGANISATIONS, WHICH ARE ESTABLISHED FOR PURPOSES THAT ADD VALUE TO THE COMMUNITY AS A WHOLE, OR A SIGNIFICANT SECTION OF THE COMMUNITY, AND WHICH ARE NOT PERMITTED BY THEIR CONSTITUTION TO MAKE A PROFIT FOR PRIVATE DISTRIBUTION. VOLUNTARY ORGANISATIONS DO NOT INCLUDE LOCAL GOVERNMENT OR OTHER STATUTORY AUTHORITIES.

Activities: PVCSE (our common name being POP+) is Plymouth's infrastructure and co-ordinating body for the voluntary and community sector. Our organisation convenes networks, delivers funding advice and capacity building and seeks strategic influence on behalf of the sector in all aspects of City life. PVCSE works collaboratively within and across all other sectors.

Classification

- **How:** Makes Grants To Organisations, Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Cornwall
- Devon
- Plymouth City
- Torbay

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£580,721	£630,719	£344,413	8
2024-03-31	£834,404	£699,796	£391,902	16
2023-03-31	£655,216	£777,464	£257,304	13
2022-03-31	£718,772	£532,151	£379,552	10
2021-03-31	£437,932	£348,939	-	-

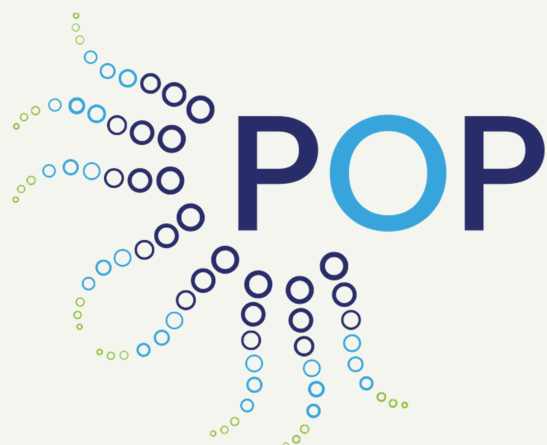
Trustees

Name	Role	Appointed
Emma Jane Handley		2023-11-08
Mimi Jones		2025-11-04
Peter Spencer Davey		2023-11-08
Sally Walker		2021-11-09
Stuart Watson		2023-11-08
Tania Nana		2023-11-08

PLYMOUTH VCSE

England & Wales - Charity number 1167515

Accounts



Annual Report

Charitable Incorporated Organisation
Registered Charity No: 1167515
Company No: CE007437

**Reports &
Accounts
for the annual
financial period**

**April 2024 –
March 2025**



Belong in Plymouth team meets to celebrate the end of the project

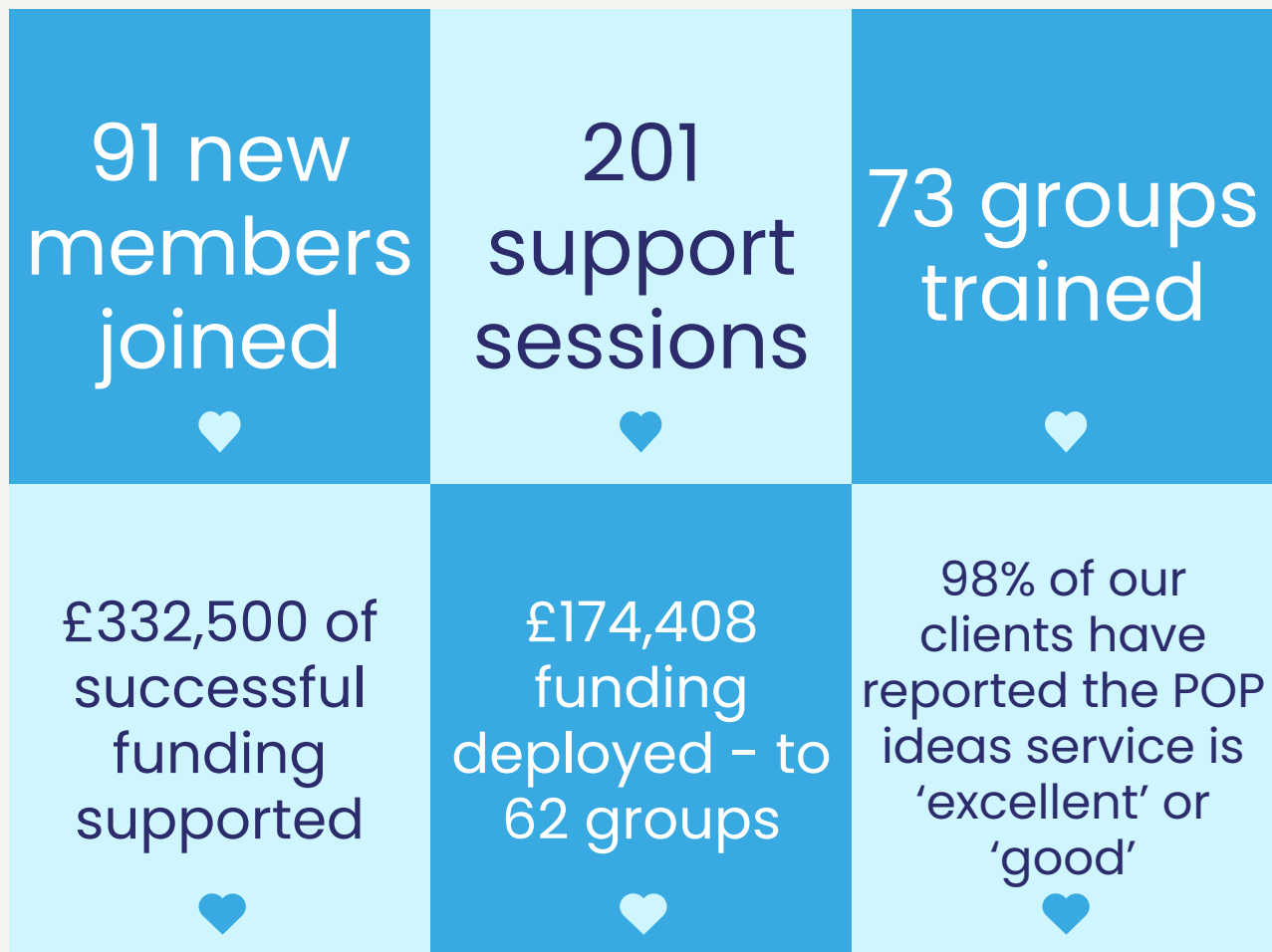
"POP gives me strength and confidence to continue moving towards my dream. You give me an incentive to develop professional skills, create my own workshops, unite people and simply make them happy.

-£250 a POP fund recipient

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1. OUR YEAR IN NUMBERS 2024 – 2025



**[CLICK HERE TO VIEW THE LIVE MAP
OF PLYMOUTH NETWORKS](#)**

2. CHAIR'S REPORT

Over ten years, the work of POP has developed, changed, extended and evolved but our core principles remain and our roles as a grassroots champion and system convener are as important as ever.

This year moved us into the second year of our second five-year funding cycle from Esmee Fairbairn. We were privileged to have a visit from representatives from the organisation and to have the opportunity to discuss the work that is taking place. The continued support from Esmee Fairbairn Foundation signifies its faith in POP's ability to create a thriving social sector in Plymouth.

This year has seen significant activity across our core areas. We continued our work supporting neighbourhood networks and thematic networks, providing grants to support the development of networks in Efford, Stoke, and Devonport, and remaining involved with many others across the city. A key focus has been the development of our Marginalised Voices work, aiming to ensure voices from marginalised communities are at the heart of redesigning systems and organisations. Funding opportunities have continued with our POP Collectives, £250 a POP, and, recently, the Suicide Prevention Fund. We successfully funded £133,000 to more than 90 separate organisations through these streams in 2024-25.

We experimented with new approaches to funding, such as involving applicants in the decision-making process for the Suicide Prevention Fund, and using a lottery system for the oversubscribed £250 a POP. Some projects, such as the High Street Heritage Action Zone have finished.

A major initiative this year has been the development of a shared narrative for Plymouth, working with our Learning Partner, Dark Matter Labs. This process led to the creation of #BeMorePlymouth, a participatory storymaking process aimed at building a just and regenerative future for the city. This narrative work is integral to our strategy, aiming to provide clarity on direction and potential for future investors and funders.

Our POP ideas capacity building service continues its vital work, providing advice, training, and support. This year, the service helped realise £332,500 in grant funding for the city and provided 1:1 advice to 104 organisations. We also introduced new training workshops, including within the Belong in Plymouth programme. We saw a surge in POP memberships, with 98 new members joining in 2024-25. We reviewed and updated our membership process and guidelines, making benefits more accessible via the website and offering various ways to engage with POP and other members through calls and networking events. We continued to refine our governance and operations, reviewing policies and introducing byelaws that strengthen members' voices.

We reviewed our roles and structure, created Role Cards, and started playing a more active role as a fiscal host using Open Collective. We also updated our website, branding, and social media presence, including the decision to delete our presence on Twitter (X).

Learning and reflection remain central to our work, leading to tools like the Collaboration Handbook and Cards. We adapted our event schedule, reshaping Outreach days into monthly POP-IN Sessions and pausing POP Bites to focus on the Shared Narrative. We continued to represent the sector at key city meetings and hosted the Plymouth Partners & Funders Forum.

We've also said some goodbyes to staff, in particular Claire Law and Deborah Penprase who have made a massive contribution to POP in their time with the organisation. We would like to thank them sincerely for all they have done and wish them well for the future. We have also welcomed new members of staff who have replaced them, and look forward to seeing them find their place with POP, including Raphaella Ahmad and Patrycja Loranc who joined the team this year. Paul Read also left his role as an Associate in November 2024 after 10 years.

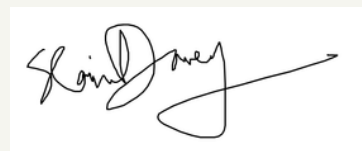
As a board, we'd like to thank all staff and associates for their contribution over the last 12 months. Our trustee board has remained mostly consistent since the welcome election of six new trustees in November 2023, although we have seen the resignation of Jon Dingle and Martin Mills in this year. Alan Butler (our longest standing trustee) has also been required by the constitution to step down (as both a trustee and co-chair) having served three consecutive terms as trustee - although he will continue to support the board. We extend our sincere thanks to all the trustees who have offered their support over the last 12 months.

We have also been reflecting on our own position as a trustee board. The original vision for the board was twelve representatives from the sector to ensure the sector's voice was at the heart of everything POP does. We still hold true to that idea but we have reflected on the fact that networks have always been at the heart of everything that POP does and we are exploring the idea of the trustee board being another network, made up of people who believe in the organisation and what it can achieve.

This year we have reviewed and revised our governance, introducing bye laws that strengthen our members' voice and marginalised voices. We have also worked towards a collaborative and radically transparent governance, creating a Decision Making Protocol that takes radical steps towards a fully open and collaborative way of working. We're exploring different kinds of roles and more shared roles to see if we can test the balance of 'power' and achieve something more suitable and supportive to the sector as a whole.

If you think you might be able to contribute to this process, we would like to encourage you to consider becoming a trustee and joining us on this journey.

Peter McGough Davey
Chair of the Trustee Board

A handwritten signature in black ink, appearing to read 'Peter McGough Davey', with a long horizontal line extending to the right.

4th November 2025

3. POP'S AIMS & OBJECTIVES

2024/25 has been an important year for reviewing the direction of POP. In September 2023 we started working with our Learning Partner, Dark Matter Labs and working with Skyspace CIC. In January 2024 we began creating a 'shared narrative' that would help us to explore and articulate the thinking behind what we advocate for and what we plan to do.

The narrative allowed us to develop #BeMorePlymouth – a participatory storymaking process leading towards building a just and regenerative future for Plymouth.

We published our revised statement of aims and objectives, along with ways in which we will strive to achieve them.

"POP is a group of people dedicated to supporting communities, citizen action and grassroots activity. Our work is rooted in our learning from more than a decade of building networks, offering capacity support, experimenting with grant-making and being a voice of strategic change.

We support through:

- **Advice and training** – we help communities and groups to think about how they work and to find funding.
- **Building relationships and connections** – we organise meetings and events so communities and groups can meet one another and decision-makers.
- **Changing the way we work to create a better future** – the future is uncertain and we think we can be making changes that help everyone feel that they belong, so they can flourish in their lives and meet future challenges positively and equitably.

A lot of our effort is going into demonstrating different ways of working and reimagining the future. We believe that unless we make radical changes and redesign the way we work, we will continue to see increasing social division, environmental degradation and economic inequality. In order to bring about significant positive change in our society and communities, we must find alternative ways of funding projects, commissioning services and supporting citizens.

We fulfil two critical roles:

Grassroots Champion

We connect, support and amplify the voice of communities and the grassroots, so that people can shape and improve the places in which they live. We help to create a thriving and connected network of grassroots organisations, as well as contributing towards a just, fairer and greener future in Plymouth.

System Convener

We bring together different sectors, opinions and perspectives into liminal space to find shared ways forward, with an aim for Plymouth to be able to demonstrate more just, fairer and greener approaches in the work we do.

Our core values define everything we do...

Trust & Relationships

We believe in working in a relational way and building relationships based on trust.

Collaboration

Collaborative practice is at the heart of what we do. We work with groups and organisations, and support growing collaborations around the city.

Innovation

We care deeply about what we do and strive to develop new and radical approaches to empower the network of grassroots organisations.

Learning

We are developing a reflective practice of continuous learning, in both our actions and the ways in which we think and communicate our work.



Belong In Plymouth team and participants at a co-creation workshop. Photo credit: Fotonow

4. OUR WORK TOGETHER

a quick review of the year

At the heart of POP is a strong focus on governance, people and finance that centres people and the planet.

Over the last year we have:

- **Reviewed and revised our governance**, introducing bye laws that strengthen our members' voices and marginalised voices.
- **Reconsidered our roles** within the team and structure by creating Role Cards, along with a system of regular reviews.
- **Developed our work strategically.** The narrative work was integral to the strategy, aiming to provide clarity on direction and potential for future investors and funders.
- **Explored how to fund through networks**, developing internal and external strategic documents, planning for 2025, and working towards creating a better framework for funding.
- **Reviewed and developed various policies and agreements**, such as a Collaborative Handbook and templates for networks, collectives, and organisations.
- **Played a pivotal role in the Belong in Plymouth programme**, bringing it to a close in June 2025.
- **Reviewed our capacity building offer** supporting groups through consultations, developing training programmes, offering workshops (e.g., Micro-volunteering, Governance), and discussing capacity in relation to new initiatives like fiscal hosting.
- **Recruited a new POP Ideas associate.**
- **Maintained a focus on internal communication**, noticing when it starts to fragment and including clarifying communication channels, adjusting team meetings to cover the conversations that were needed.
- **Reviewed membership processes** and pricing, and introduced new membership guidelines.
- **Started to play a more active role as a fiscal host**, using Open Collective.
- **Updated the website**, branding, and managing social media accounts as part of operational development.

To document our thinking, for the last two years, we have been working on the shared narrative. It has helped deepen our understanding and emotional connection to the challenges of the present and hopes for the future.



The thinking from the narrative has spread into our work:

- In July 2024 we revisited our own governance structure.
- In July 2024 we started to set up the Marginalised Voices group.
- In August 2024 we began to explore what a Stonehouse Demonstrator might look like and produced a draft invitation here.
- In December 2024 we approached the Joseph Rowntree Foundation to request a collaboration.
- In January 2025 we wrote an update for Esmee Fairbairn Foundation.
- We created a simple reference guide for the narrative logic.
- In February 2025 we developed a more concise narrative to engage the grassroots sector in the conversation.

Since January 2025 we have been thinking about the year ahead and about the contribution POP makes to this picture; to build on everything we have done to date and make as big a contribution as we can.

We identified three areas on which to focus:

#BelongInPlymouth
grassroots and community

#BeMorePlymouth
city-wide conversations

**Stonehouse
Demonstrator**

4.1 EQUITY, DIVERSITY & INCLUSION

The need to ensure all voices can be heard, have an opportunity to influence, and to take on leadership, is a particularly strong drive for shifting decision making and governance towards more collaborative and equitable ways of working.

It is a moral imperative but, ultimately, it will also lead to creative processes likely to produce richer and more valuable outcomes. POP is working to ensure that diverse voices are central to policy – the real experiences, opinions and work of people who are (through one reason and another) excluded, or at the edges, of our current system.

POP's role is to seek to ensure that, as citizen-led groups and action arise out of these communities, dedicated attention is given to increasing capacity and connection. One way of doing this is through Marginalised Voices.

POP's approach to EDI can be summarised on two levels:

Our culture and ways of working

- True inclusion is completely reliant on how difference is seen. If difference is seen as 'troublesome'; if disagreement is seen as insubordination; if diversity is seen as threatening, then anyone coming from a different background to the majority will struggle to be heard, and the advantage that diversity can bring will go untapped. POP, therefore, works hard to create a culture in which everyone can feel seen, heard and that they belong.

Practical action

- Our practices and processes surrounding recruitment, event management, advice and support need to reach out to different groups within our communities.

Furthermore, we look beyond our organisational boundary into the surrounding system and, in doing so, we have identified the need for the Marginalised Voices Network to have a role in ensuring that this work cascades across the city.

4.2 MARGINALISED VOICES

Marginalised Voices is a diverse group of people from local communities who have experienced marginalisation. The group meets regularly to reflect on how experiences of marginalisation affect one's views, opportunities, levels of available support and to discuss what kind of improvements could be introduced in the system to increase equity, inclusivity and accessibility across the city.

As part of POP's Governance Policy we aim to incorporate consultation with Marginalised Voices into decision-making. The group is currently developing a proposal for defining the participant's roles and their work, with a potential to connect to the evolving pieces of POP's work on the Shared Narrative and Flourishing Neighbourhoods.

You can read more about how the group introduces their work on [PAGE 37](#)

Thanks to a significant investment from the National Lottery Community Fund, we have learnt more about engagement, co-production, and co-design practices that place citizen voice at the very centre of the process. We have also explored deeply how we work, to ensure that power is more equitably held by all of us. We have written our learning up here: [Belong in Plymouth](#).



Matt Bell (POP) & Jabo (Diversity Business Incubator) at POP Bites networking event October 2024

4.3 SPINDL

SPINDL is POP's trading arm with the Torbay Community Development Trust

Towards the end of 2021 we started exploring the potential of a partnership with Torbay Community Development Trust, which would aim to offer training, support, advice, coaching and mentoring. 2024-25 has seen good progress and growth.

4.4 GOVERNANCE & RADICAL TRANSPARENCY

This year we have reviewed all POP Policies & Procedures to enable a collaborative and radically transparent governance.

Our Governance Policy is available to view via a new section on our website, which also includes all other procedures, from HR to finance. In line with the POP constitution's bye laws, we have created a Decision Making Protocol which takes radical steps towards a fully open and collaborative way of working.

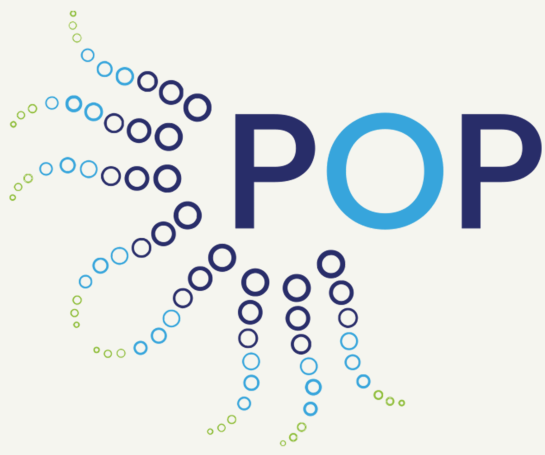
Our new Reaching a Resolution Procedure solidifies our principle of putting relationships and trust at the heart of our work. We believe that creating policies that are clear, robust, and accessible to everyone increases inclusiveness of our systems, of working together and reflects practices we use in everyday work, in a way that can be shaped together and shared with others.

Within the POP Team, we have changed our approach to employment contracts to accurately reflect the ways we work together.

The format now includes 'Role Cards', which constitute coherent sets of tasks we each agree to commit to. This significant piece of collaborative work has been developed to recognise and make transparent each different individual's gifts and strengths and their alignment with the needs of the group. The Role Cards have been drafted by the team and can evolve, allowing for better ways of working in a changing environment.



5. LEARNING & EVALUATION



5.1 COLLABORATION

Collaboration is a non-negotiable part of achieving sustainable social change in Plymouth.

POP builds learning and reflection into all our work. Most important to this is the culture of collaboration, and the ways in which we work together.

The reflective practice, openness, and honesty we encourage throughout our work allow all voices and opinions to be shared and explored. This in turn enables our work to evolve. Our learning culture works effectively with the feedback we seek from partners and members, as well as other data and information sources to create an adaptable and responsive organisation.

This year the team worked together to develop a Collaboration Handbook, a simple tool based on years of learning, which serves as a starting-point agreement for emerging collaborative groups. It contains a list of considerations regarding purpose & principles, legal frameworks, communication, money, and roles & responsibilities, providing a set of tools for starting a successful collaboration.

As a companion to the handbook, we created the Collaboration Cards which consist of a number of questions that serve as conversation starters on a variety of topics and different levels of working together. These concise prompts for reflective practice can be tailored in terms of language and follow-up discussions according to the unique needs of the group. The Handbook and Cards will be used within collaborative structures emerging from POP networks, and made available for the POP Members and the public via the [POP website](#).

We are looking forward to the testing phase of these collaboration tools, in the hope that they will allow us to deepen our relationships, develop reflective approaches and support building stronger collaborations together.

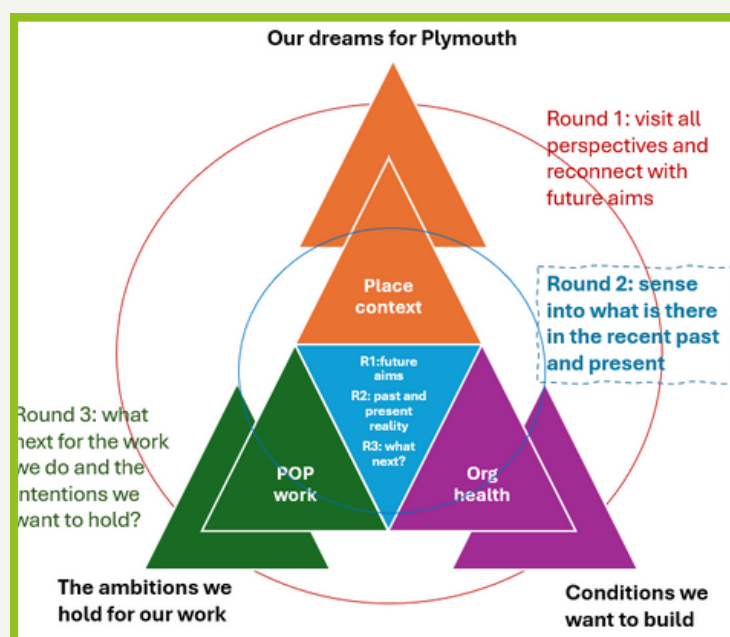
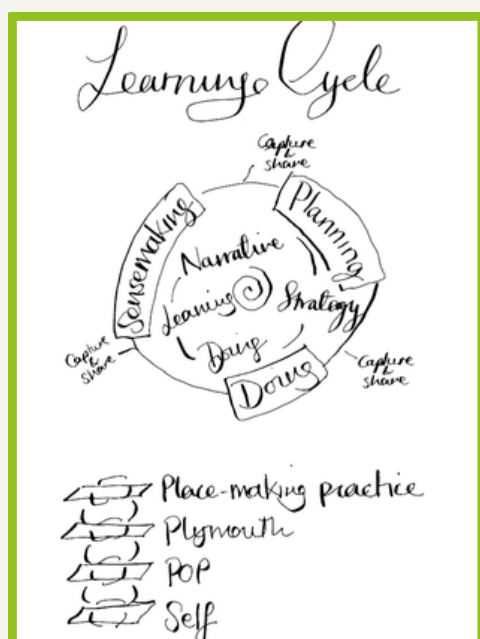
5.2 LEARNING PARTNER

The Learning Partner, Dark Matter Labs working with Skyspace CIC, was formally appointed and began working with POP in September 2023.

Their support has been focused on key areas such as the learning cycle and the shared narrative. Within this year, activities included:

- Throughout the period we engaged in ongoing work related to the learning framework and narrative.
- Team sessions were held to check in with the learning framework, focusing on what was being learnt about the work; the team's relationship with the work and their capacity to learn.
- Session plans for early 2025 outlined how the learning framework and narrative would be integrated, focusing on the extension of the narrative into strategy and developing variations of the narrative for different audiences.
- The ongoing narrative work aimed to develop different versions of the narrative that could be drawn upon for various contexts and actors to encourage thought and action. This narrative work was seen as integral to our strategy and the development of #BeMorePlymouth.

The Learning Framework was developed over the year starting from the sketch on the left and developing into the framework on the right.



5.3 POP IDEAS

In October 2024 POP Ideas celebrated its tenth birthday. Conceived as a partnership project between Zebra Collective and Iridescent Ideas, POP Ideas was originally funded by Plymouth City Council and has since become one of the most successful advice programmes ever seen in the city.

Now run by POP and Iridescent, the original aim was:

"To serve more people, in more depth, provide mentoring support and an element of sustainability, on start-up and funding for CICs and Charities, provide advice on fundraising and build up the social and economic outcomes of the sector." As this report shows, year-on-year, POP Ideas has not only fulfilled this ambition but exceeded the level of support first anticipated. The numbers are impressive, but what's been as powerful are the outcomes we've achieved, evidenced through the annual surveys from our beneficiaries. **What have we learnt about why POP Ideas has been so successful?**

It is clear, practical and simple.

The concept is straightforward and it works. Pay for skilled, experienced people with a diverse range of expertise to give clear and concise advice on topics voluntary, community and social enterprise organisations want and need.

It is accessible.

It's a fully-funded service, therefore free to clients. POP Ideas was initially supported by Plymouth City Council and is now funded by the Esmée Fairbairn Foundation. We receive a lot of feedback about accessibility and ease of use of the advice, be it one-to-one or in workshops.

It is impactful.

The statistics prove that POP Ideas works. It gives extremely useful advice and support that is effective and makes a difference. We've embraced proving the impact of the service. We've taken a lot of care and time to do this consistently and rigorously.

It is incredibly cost effective.

We estimate that the average return on investment to Plymouth is £20 for every £1 our funders have invested in the service.

It has been flexible, agile and innovative.

We have brokered new partnerships and broken down some of the barriers with funders. We have embraced digital delivery where appropriate. We have tried all sorts of different workshop topics. We have brought in experts where needed. We have established an online array of workshops and resources that people can access anywhere, at any time.

Everything that we do is subject to evaluation and feedback. We are constantly reflecting and looking for ways in which we might improve our provision. We know that it is important to our members, and we want to keep it this way.

5.4 FUNDING

The main learning outcome of 2024–25 for the team was the POP Shared Narrative. The cumulation of several years' of learning from our funding provision contributed significantly to this document.

Our delivery of funding was also framed by the context that POP was working with limited, fixed budgets, and that it is becoming increasingly hard for grassroots organisations to obtain sustainable financial resources. (*'Understanding the funding crisis in the UK voluntary sector'* is a blog which paints a bleak nationwide picture) In this context, the POP learning-through-funding focussed on consolidating previous learning.

One example of this was the Suicide Prevention Fund. POP was invited to lead a process in collaboration with Plymouth City Council that would fund just under £45,000 worth of work with people deemed to be at risk from suicide and self-harm. POP tested a theory that it is possible to deliver a funding process where the organisations applying and collaborating are empowered to make decisions about which projects should be funded. We trialled a model we had developed through the Cost of Living Fund in Spring 2023.

Applicants to the Suicide Prevention Fund were treated as stakeholders and invited to a meeting at which organisations networked with each other and discussed what types of projects should be funded. The following preferences were expressed:

- ***A slight preference for collaborative projects, new ideas, smaller organisations and for the fund to be spread among more organisations***
- ***A strong preference for projects that would work with clients for longer time periods***



Children enjoying STEM activities at It Takes a Village's Village Swap (funded by £250 a POP)

Of these factors, stakeholders cared most about collaboration and least about preferring smaller organisations. Stakeholders were then invited to reapply, with some questions specifically targeting how their project met the set priorities. Each project was scored by POP on how close the projects matched stakeholder preferences. After this, there was a closed vote among stakeholders where they voted for their favourite projects based solely on ideas. The combination of the scoring and voting decided which organisations were funded.

We continued the collaborative process with monitoring and reporting carried out at 'learning meetings' to which all funded organisations were invited. This allowed organisations to learn and gather encouragement from each other and ask each other questions. When we asked successful projects what difference it made running the process this way, they said they liked:

- ***A transparent process where fund priorities were clear***
- ***An inclusive process where applicants were treated as 'knowledgeable'***
- ***A networked process where organisations could explain to each other what they did and why it mattered***
- ***A generous process where organisations asked for less than they had originally intended to ask, thereby increasing the chance of other projects they liked to be successful***

If POP had the chance to run this process again, there are things that could be re-considered, for example, making the stakeholder meeting a mandatory part of the process might cause and/or increase anxiety in people from marginalised backgrounds, even though applicants reported the meeting itself was relaxed.

POP sees this process as a small step towards improving community-based funding. We are working towards projects that empower and financially resource people from communities to make decisions that impact their community. This work is influenced by POP's involvement in national level Many-to-Many Governance conversations.



Launch of NPrint, funded by POP Collectives through the Ocean Publishing Partnership 2

Another important step towards this style of funding is exploring our role of 'fiscal host' on the Open Collective platform. This has enabled the effective use of Open Collective for several projects, including Belong In Plymouth which has been regarded as a good example of a network of participants making decisions about budgeting and paying expenses with POP providing legal and financial support. However, we still see the value, and recognise the need for our more established funding streams, namely, POP Collectives and £250 a POP. Both these funds operated at capacity in 2024-25 and we continue to learn from them.

Two key learning themes from the past year are:

Navigating a playing field that will never be level.

Some collectives receive an inbuilt advantage entering a process. That advantage is mostly due to nurtured virtues, such as, being highly networked and having a trusted track record. POP still believes that funding systems can be greatly improved for the benefit of grassroots organisations, but we have not found any 'perfect' systems.

The more appetite for funds, the more important rules become.

The POP team has spent time in the past year clarifying POP membership categories and criteria for funding applications. There is now a greater responsibility to get this right for everyone involved in the process.



Belong in Plymouth team meets to celebrate the end of the project

6. SUMMARIES OF ACTIVITY

6.1 POP MEMBERSHIP

From April 2024 to March 2025, POP has been joined by 98 new members, 37 of whom have an annual turnover of under £1,000.

New members come to us in a variety of ways: through recommendations from their peers, web searches, social media and networking events, while some are long-term members returning from a period of inactivity.

We updated the membership process to clarify the three membership categories and their respective benefits. The membership prices remain unchanged.

MEMBERSHIP BENEFITS

Most member benefits can now be accessed easily through the POP website. This adapts to each user depending on their type of membership and is continuously updated based on feedback from members and the POP team. It allows users to:

- See upcoming dates like POP events and funding deadlines at a glance.
- Submit their own events, stories, jobs and content for the POP newsletter.
- Request POP Ideas support and access webinars, resources and discounted training.

We continue to send out a weekly members update. This serves as a way to draw our members' attention to immediate opportunities with fast approaching deadlines.

WELCOME CALLS

Rowan Edwards (Comms & Digital Support) & Patrycja Loranc (Core Lead) have been offering 1:1 introductory calls to new members. Together with our monthly POP-IN Sessions and online networking events, members have a variety of ways to engage with the POP team and other members.

PUBLIC MEMBERS LIST

There is now a public members list on our website which can be searched by keywords or designated tags. The hope is that this can encourage and enable collaboration by making it easier to find organisations with similar areas of interest.



Elements Plymouth (Taiko – Japanese Drumming, and movement collective) at an event

6.2 POP IDEAS

POP Ideas is a service that provides advice for small, large, new or established voluntary, community and social enterprise organisations in Plymouth. It is a partnership service delivered by POP and Iridescent Ideas CIC.

We are proud to have maintained excellent quality of provision this year with 98% of survey respondents saying that the service is 'excellent' or 'good'.

This year has seen some significant changes for POP Ideas and we marked an important milestone – our tenth birthday! During the year, one of our long-standing advisers, Paul Read, left the programme. Paul has done a brilliant job providing practical and technical support with organisations and his input has gone a long way towards helping us achieve our purpose. Following Paul's departure, we recruited a new adviser and we are delighted to welcome Tessa Webb to the team. Tessa has a wide range of skills and strong experience in the voluntary and community sector.

POP Ideas has continued its partnership this year with the Social Enterprise Advice and Support (SEAS) programme, particularly around workshop delivery.

We've developed new strategic relationships with Active Devon, The Inclusivity Group and Safer Communities Partnership. We also brought in other collaborators to broaden our range of workshops such as NeuDice and Lend a Helping Hand. These additions empowered groups to develop critical skills and navigate the evolving landscape.

We've undertaken national research to look at similar capacity building services across the UK – this has helped us re-shape our training programme. Training has been part of the essence of POP Ideas from the beginning and our analysis shows us that our workshops have made a clear and measurable impact.



POP Ideas Team: Gareth Hart, Imogen Potter and Paul Read



POP Ideas: Case Study

Lesley from Access Plymouth:

"When our income had fallen, we received support to look at diversifying our income. It's expertise that we just didn't have."

[Click here to watch the Access Plymouth Case Study](#)

POP IDEAS IMPACT 2024–2025

- This year we have supported 104 organisations with 1:1 advice. This includes community groups, voluntary sector organisations, social enterprises, charities and community businesses
- We have helped secure £332,500 in grant funding (from other grant makers) from 26 successful funding applications supported by our team
- 98% of our clients have reported the POP ideas service is 'excellent' or 'good'
- 59 community groups and organisations have attended 19 training sessions on topics such as, legal structures, funding, financial management, social impact, volunteering, marketing, digital skills, and winning contracts

OUTCOMES & FEEDBACK

Our survey produced many positive feedback comments from members:

"A non-judgemental, accessible, personalised service from people who genuinely care."

"The personal support gave me confidence that I was getting it right and was much easier than trying to follow a set of written instructions"

"POP Ideas has done an incredible job, it's provided the support required to make our community happier and safer."

"We feel very lucky to have something like POP Ideas supporting start-ups, we would not be where we are today without their guidance."

OUTCOMES & FEEDBACK

93%

felt better informed about relevant developments in the VCSE sector

89%

said they had improved connections with other organisations in the city

82%

felt more confident applying for funding

82%

said their skills had improved

77%

felt better at proving the difference and impact they made

76%

had stronger foundations in place for their work (e.g., a legal structure)

64%

felt that they had improved their project planning and management

CUMULATIVE IMPACT SINCE 2014

- £10.1 million raised from 335 successful funding applications supported by POP ideas
- We have delivered one-to-one advice to 702 voluntary, community and social enterprise organisations in the city
- More than 670 Plymouth-based community groups and organisations have attended more than 225 training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding – participant confidence and skills increased and there is high satisfaction with content and facilitation.

FUTURE PLANS

Ten years on and the statistics speak for themselves. Yes, some of that could have happened anyway, but we strongly believe that we have significantly added capacity to the sector, helped multiple organisations to ‘start up’, and increased the funding the city’s VCSE organisations received.

So what next? People consistently report that they want more of the same and to keep doing what we do, but, of course, we cannot sit still. The top five issues organisations report needing support on are: funding, social impact, marketing, diversifying income and business planning. We need to make sure our offer responds to these needs. In addition:

- We need to make sure that the advice and support from POP Ideas is accessible to all groups and organisations in the city who seek it
- We need to ensure we tackle the systemic root causes of the issues people and communities face in Plymouth, linking with the POP Shared Narrative.
- We need to embrace and increase our ‘digital’ provision – exploring AI, data, tech solutions for funding, governance, organisation development and more.
- We will continue to develop collaborations and partnerships to broaden and deepen our impact.
- We need to widen the diversity of the team.
- We need to remain true to the spirit of the original idea: “To serve more people, in more depth and provide advice on fundraising and build up the social and economic outcomes of the sector.”



POP Ideas: Case Study

Mel from It Takes a Village CIC

"POP Ideas helped us to put a roof over our head and ensure that we're able to deliver our core activities for the next 12 months."

[Click here to watch the It Takes a Village Case Study](#)

POP IDEAS & BELONG IN PLYMOUTH

POP Ideas has continued to support capacity building within the Belong in Plymouth programme.

Last year we had a series of review meetings of the delivery to date and co-designed conversations on how we would like to progress capacity-building regarding skills for collaboration.

The outcome? This year we produced eight draft workshop outlines with the commissioned trainers. However, the focus of Belong In Plymouth delivery was collectively changed to:

- 1) narrow delivery in one geographic area of the city and
- 2) working with two groups of young people.

The capacity-building budget was repurposed to support these two themes.



Stoke Village Hub Fun Day event

6.3 NETWORK SUPPORT & DEVELOPMENT

POP continues to support existing networks and the development of new ones. There were efforts to map relationships with specific areas like Stoke, and explore connections within networks. A wider conversation was needed around the impact of, and the gathering of, data related to networks. POP aims to focus stories on people who are part of the networks as a way to gather data and demonstrate impact.

IMPACT AT A GLANCE

- Seven established Neighbourhood Networks in Stoke, Efford, Devonport, Ernesettle, Plympton, Hooe & Barne Barton/St Budeaux.
- ‘Super connectors’ have been trained & supported: four in Barne Barton; four in Efford; two in Stoke and one in Devonport. All local residents.
- Increased support has been given to four Neighbourhood Networks to spend finances as they see fit (to benefit connections).
- Funding to develop/expand/create a sustainable neighbourhood network and to enter a partnership arrangement with Plymouth Octopus. Funding has been taken up by Stoke, Efford, Devonport and Barne Barton/St Budeaux.

“Development of the community is most effective when driven by locals because they possess a deeper understanding of what makes their neighbourhood unique. Neighbourhood Networks are collaborative structures to help this happen in inclusive and open ways.”

POP website

- Increased collaborative working with health, statutory & business partners, connecting the grassroots and larger VCSE organisations and to support them to improve relationships with local people. Collaborations between, for example, Research (Mobile Research Team from UHP, Southwest Peninsula Regional Research Delivery Network); Livewell Wellbeing Champions and other Livewell departments; Improving Lives; Neighbourhood Policing; local Councillors; Healthwatch; Cancer Champions; Together for Childhood; Public Health; Schools; Libraries; OnCourse South West; The Outdoor Partnership; The National Marine Park; The Box; National Trust; Natural Grid; Barnadoes and Plymouth City Bus.
- Great working relationships between Community Builders and Neighbourhood Networks in Barne Barton, Efford and Devonport.
- Increased understanding of each other's roles and less anxiety around "stepping on toes". Neighbourhood Networking is best done in distributed networks that allow people to make connections naturally, and to be introduced to each other as collaborators rather than competitors. Many more people are needed than can be funded by just one or two organisations.
- Emergent Networks in Mutley/Greenbank, Southway and Plymstock supported by POP.

POP chooses to go where it's wanted – and where there is an energy for us – with Stuart (our network 'lead') responding to requests for our help.

This work remains fluid based on the capacity of local people to develop connections and meet together. Stuart introduces individuals and groups to each other and often convenes and facilitates meetings. Stuart has also given support to other network leads working from Wellbeing Hubs – St Budeaux, Southway, Mannamead and PL2 (Wolseley Trust).



POP Bites networking event October 2024

NETWORK FACILITATORS FORUM

The Network Facilitators Forum consists of professionals whose role is to connect people and services, as well as people, who are running and/or developing the different networks across the city. Each meeting has a theme and often there is an 'expert' on hand to help to discuss a particular topic, such as network mapping; defining the network's purpose and using digital tools. This network now has 34 participants working across many different neighbourhood and thematic areas.

POP provides support to the Network Facilitator's Forum with POP Ideas training & workshops.

NEIGHBOURHOOD NETWORKS

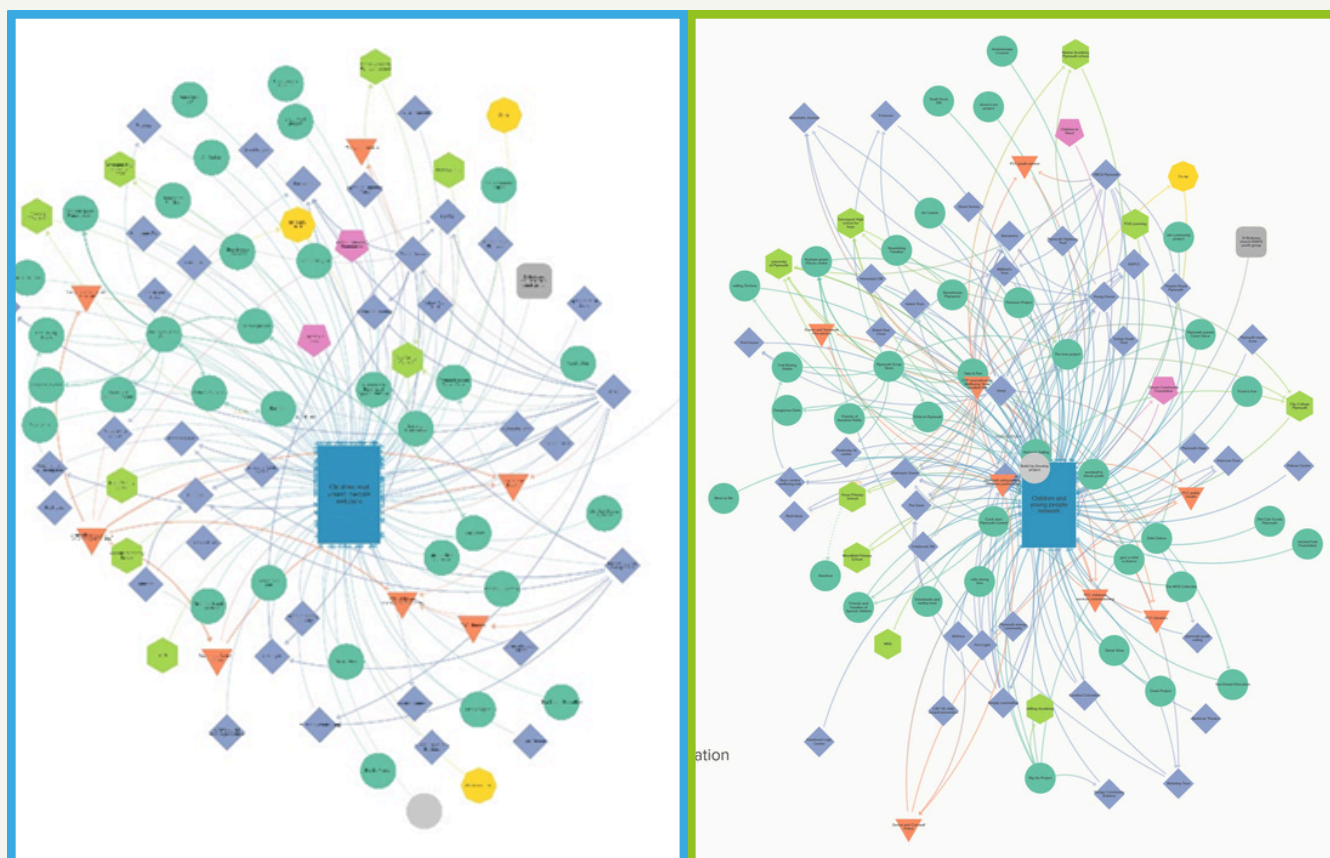
The number of Neighbourhood Networks organised by local people has increased this year. This has been supported by recognising that this is a long-term process and focusing on local people leading and finding the way that suits their neighbourhood best. We aim to find local leaders with passion and commitment, who see the value in creating a relationship with POP (and other equally committed participants). POP aims to create the spaces for people to discuss; to enable trust and to develop - often before even becoming a network - through sustained effort and collaboration.

Fairshares Funding has been supporting neighbourhood work to consider health inequalities across the city. We have found that the more connected people feel in the area in which they live, the more likely they are to be resilient against health-related, economic and social shocks.

POP supported four different networks across the city to develop this work in diverse ways. We feel it is necessary for the work to be owned and led by the network itself. It requires years to build up local knowledge of what is happening in neighbourhoods and individuals need to be 'invited' by those communities rather than "parachute in and out" as funding comes & goes.

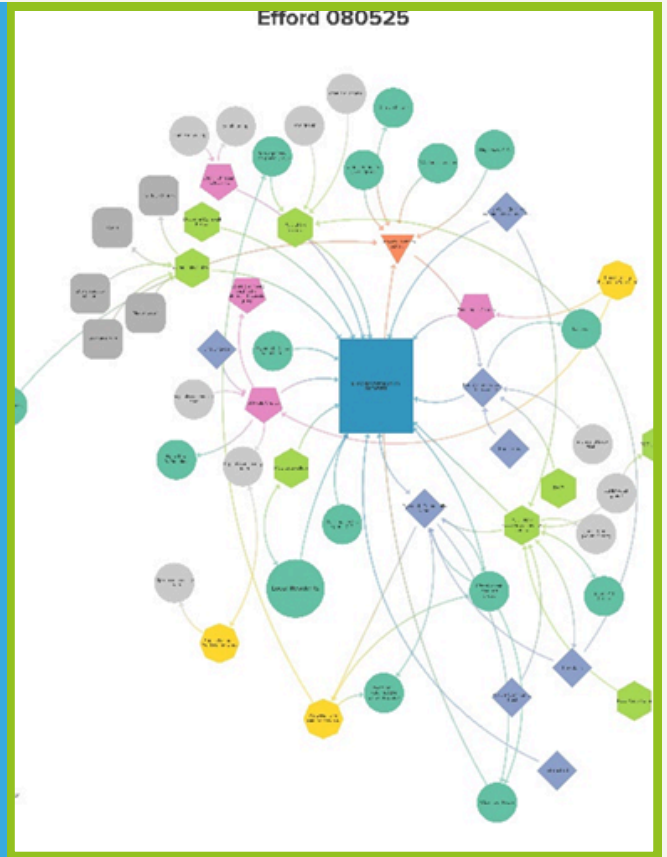
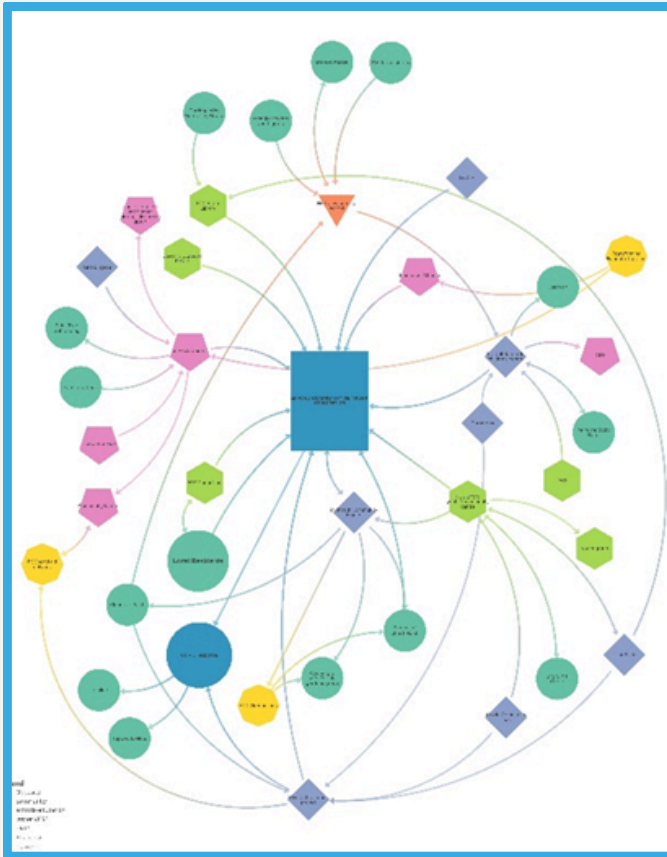
RELATIONSHIP MAPPING

Relationship mapping helps to show who is collaborating with whom, where the gaps are and how these connections change over time. As neighbourhoods become more confident about using mapping tools, POP believes that we can build better links between the grass roots and other actors to increase community power.

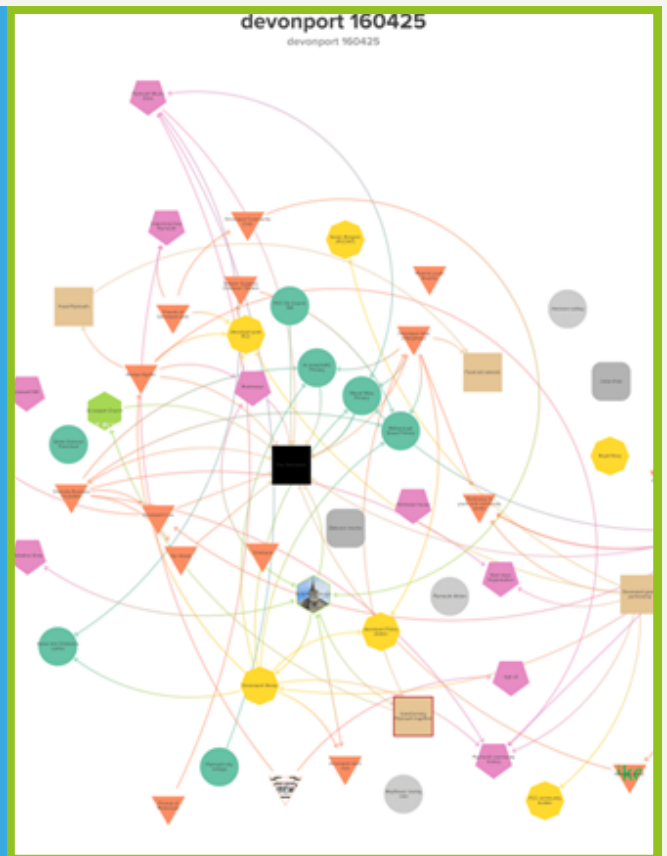


Children & Young People Network
Maps of connections between organisations, showing growth from 2022 (left) to 2025 (right).

POP has spent many years building relationships and being invited into Facebook Neighbourhood Groups and Forums by being consistent, dependable and genuinely interested in the growth and development of others. The Facebook Profile 'POP Plymouth' is now a member of 125 local @neighbourhood groups and pages and has a regular supportive presence.



Efford & Lipson Network
Maps of connections between organisations, showing growth from 2022 (left) to 2025 (right).



Devonport Network
Maps of connections between organisations, showing growth from 2022 (left) to 2025 (right).

MARGINALISED VOICES

The Marginalised Voices network was set up in May 2024 by POP to enable people living on the margins of society to have a voice. We understand that many people, for so many reasons, feel 'invisible' and are largely ignored when it comes to any decision-making.

The group introduces their work in the following way:

As a group we have identified that marginalisation is a pattern that keeps repeating. We have been exploring and identifying what this pattern (and other patterns) could be, first within ourselves; then within society and, finally, within the system.

We are beginning to identify some of the patterns and to explore their causes and effects. So far, we have only been able to analyse the patterns that we have each experienced individually.

What comes next:

- We are beginning to identify and discuss how 'marginalisation' happens; how it is upheld across different 'systems', for example, 'society', the workplace and areas of government policy.
- Based on our own experiences, we are considering a vast network of factors, such as race, gender, sexuality, socio-economic position, class, cultural capital, ability/disability which excludes, enables and/or determines the extent to which an individual might participate and whether or not it might be 'meaningful'.
- Also, perhaps most importantly, we are aiming for an acknowledgement and wider conversation around the intersectionality of factors such as these.

MARGINALISED VOICES

We have established that we want to come up with a solution that targets the root of the problem. However, we understand that we operate in a system that likes quick and instant fixes, which are able to show fruits quickly and are generally cost effective.

Eventually, we want to create a toolkit which will support systems and people:

- To understand Marginalisation Patterns
- To identify how to deal with it at the root level
- To avoid repeating the patterns of Marginalisation
- To come up with effective ways to share our reflections more widely with others, so that we might explore, and then challenge, the often unconsidered patterns of behaviour, which maintain the status quo, and also the “power” of those who sit in the middle of those processes.”



Not Alone – POP members supporting transgender and non binary people in the city

THEMATIC NETWORKS

Although there are several networks that we facilitate, it is our aim that all networks should be able to sustain themselves. POP is involved in the following networks:

The Children and Young People Network

POP is the coordinator of this network of approximately 150 individuals and organisations. This year, participants have been working towards opening a new Duke of Edinburgh awards scheme centre working with PCC, Routeways, Active Devon and Plymouth Schools Sports Partnership. The network meets in person every three months.

The Community Heritage Network

The network, led by Dr Alan Butler, has been active in: LGBT+ History Month; the Community Archives & Heritage Group and the High Street Heritage Action Zone initiative.

The Plymouth Community Group Support Network

is a Facebook group facilitated by POP. It has more than 530 members. Its members are people who work/volunteer in groups across the city. POP uses this Facebook group to communicate and disseminate information to other community organisations active across the city. It averages two posts per day. It is a closed group and a useful method of communication for us. In the period between July 2023 and April 2024, we had 310 active members.

The Growing with Nature Network

is a collaboration between the PCC Green Minds programme; Food Plymouth and POP. It consists of more than 40 groups and holds four events a year in locations such as Central Park; Poole Farm and Keyham Green Places.

The Creatives Network

is a recent collaboration between Wonderzoo, Plymouth Culture and POP for creatives/artists across the city so that they might meet people of different practices, inviting new and interesting collaborations.



*POP Members: Plymouth
Football Boot Bank*

The Community Sports Network

was resuscitated in the Autumn of 2024 by POP and Active Devon who were keen to see if there was any enthusiasm for it. We began by holding a safeguarding learning event in Feb 2025 which attracted 15 organisations and enabled us to find out what it was that people/clubs wanted and needed from a (new) sports network.

A second larger event attracted more than 70 people from 45 groups along with local councillors, Sport England, Sported Charity and Outdoor Partnership.

The plan now is to organise an Autumn event which would hope to inspire and encourage greater collaboration between the groups. The Sport Network FB group publishes, on average, two posts per week.

OTHER NETWORKS

in which POP is involved:

- Environment Plymouth (and Plastic Free Plymouth)
- The Plymouth Fundraisers' Network
- The Refugee & Asylum Seekers' Network
- The Plymouth Social Enterprise Network
- Food Plymouth
- Trauma Informed Network
- Food Access Network
- Anti-Racism Allyship Network
- Plymouth Mental Health Collective
- Volunteer Coordinators Network



POP Members: Ukrainian Space Plymouth

6.4 EVENTS

POP provides a mixture of online and in-person events to offer our services to new groups as well as engaging with and educating our members. We are committed to both experiences, primarily, because we know how important it is to bring people together so that experiences and ideas can be shared and new relationships established. We find tea and biscuits help.

POP OUTREACH (POP-IN SESSIONS)

Since 2022 POP has been taking the team around the city for POP Outreach Days. These allowed new and existing members to come and meet us with or without an appointment. People could meet the team, learn about POP and hear about the different ways in which we may be able to support individuals and/or organisations.

Our monthly Outreach meetings have been recently reshaped into POP-IN Sessions, taking place on every third Tuesday of the month. For six months of the year we will host these in the City Centre at the accessible Plymouth Methodist Central Hall, for the other six, we will travel to neighbourhoods, such as Plymstock and St Budeaux. We hope this provides a balance between developing continuity in a (City Centre) venue familiar to many POP Members, with events in other areas of the city, which have previously been well-attended by residents. POP hopes that, by offering a choice, we reach more people, are more effective and accessible.

POP BITES

Until December 2024, POP held bi-monthly speaker events for members focused around a theme. Events generally had two speakers – members or experts on a topic – who presented for 20 minutes with time for Q&As, followed by networking.

In July we held a “Financing Your Project” event with Paul Read from Drift Business Advice & POP ideas, and Hayley Everett, Head of Fundraising at Trevi. They talked about sources of funding for charity organisations and offered fundraising tips and hints. We are aware that securing funding for charities and grassroots organisations can be a daunting task and, thus, we provide opportunities for discussions, where people can ask questions to experts – and each other – so that they might be better-equipped next time.

The last Bites of the year, in December, celebrated Plymouth's grassroots activity with an opportunity for members to come together in a festive atmosphere with POP and DBI Teams. We hosted an 'open mic' and heard updates on local organisations' activity throughout 2024.

In the New Year we paused POP Bites, allowing for space to rethink and develop a series of meetings focused on the POP Shared Narrative under the #BeMorePlymouth slogan.

POP CONNECTIONS

Our online networking event – POP Connections – continues to grow with a steady increase in participants. At each session there are one or two invited 'speakers' – frequently POP Members – providing them the opportunity to promote their project, what they do and the difference they make to their participants.

The feedback we receive indicates that attendees have been able to meet potential new collaborators, make new connections and enjoy sharing their successes & ideas. Participants also welcome the chance to hear news from the VCS across the city.

POP AGM 2024

We began this year's AGM with a presentation:

Being More Plymouth: Starting A Conversation About a Uniquely Plymouth Story.

POP CEO Matt Bell read a reflective poem he had written to express his thoughts and feelings in this time of transition. He also spoke about and the possibilities for Plymouth, highlighting the value we, as an organisation, place on the emotional content related to our work and our lives. He spoke of the need for us all – individuals, sector, city – to commit to really consider our stories; our individual and collective past and the harms caused in the past that are still being felt today. Matt highlighted the need to know each other; to see ourselves in each other so that – together – we can be the change.

“Storymaking is participatory and this narrative is an invitation to join a conversation. What constitutes a just and regenerative transition for Plymouth? How do we get from a broken now to a better future? We have ideas to share and a wealth of learning, but we can’t answer these questions on our own.”

–Simon Travers, POP Funds Sensemaker

Nudge Co-Founder Hannah Slogget described the work they have been doing, a flagship example of community power in Stonehouse. Then, POP Funds Sensemaker Simon Travers spoke to the attendees about the Shared Narrative, an ambitious and evolving piece of work POP has been developing in the past year.

Simon explained the leading theme of the narrative, #BeMorePlymouth, by saying: “What we know to be true, is that there are many many expressions of Plymouth life: military; dockyard; university; marina; pirate; bohemian; African; Polish; Ukrainian. All these expressions – the richness and different values of life in this city – overlapping as the one true Plymouth.”

And it is necessary to step into these spaces, he explained – the ones that overlap; the ones on the edge; the spaces in between – from which we must rebuild and reimagine ourselves. It won’t be easy. It will require courage to face our differences; a need for greater empathy; a willingness to listen and to really hear the stories and experiences of ‘others’ along with a determination to hold them safely ‘in the space’. Furthermore, it will need all sectors across Plymouth willing to reach out beyond their own boundaries:

“We know that even if all the grassroots organisations come together, we can’t meet all the challenges that Plymouth faces. We need the statutory organisations and people working in sectors, such as, health, education and housing to step into these liminal spaces with a willingness to work together; share real power and collaborate.”

Read the full POP press release about the narrative launch at the AGM, written by Caroline Blackler, [here](#), and watch a video version of Simon Traver’s introduction to #BeMorePlymouth [here](#).

We spoke of the need, in order to reach a just and regenerative future, for significant 'emotional' engagement. We know (through our work) that this may feel overwhelming, that 'emotions' will surface as a fundamental part of the transition, as we meet the challenges and the personal journeys necessary to ensure better ways of working together.

And so, at the AGM, we invited our Learning Partner, Jen Parkin from Skyspace, to lead an activity that would engage the POP Members and team in a conversation about the Shared Narrative's topic, making space for questions and considerations that might be arising after the morning presentations, as well as allowing people to voice and bring together various points of view from the grassroots sector.

Jen designed and facilitated a Deep Democracy exercise, in which different voices are heard and people can see the diversity of perspective in the room without needing to reconcile that into a single perspective - or win an argument. As the exercise moved us through various topics there was a polarity that kept coming up:

- Do we take and make our own power OR
- Do we need power to be given to us?

We were then supported to have an exchange of perspectives between the two polarities.

The AGM event was full of vibrant conversations and an opportunity for the POP Team, Trustees, and Members to catch up, reflect, as well as laugh and eat together. It concluded with open-mic presentations from POP Members who shared updates and successes of their organisations from the past year, leaving the attendees with a heartwarming sense of community power.

"The spiritual and philosophical current of the presentation was unforgettable. It reaffirmed me in my public spirited efforts."

"The atmosphere was warm, lively, welcoming, and inclusive. The speeches and the facilitated session felt highly impactful and relevant. "

"The event was a way of upkeeping contacts and information and therefore very useful (as well as enjoyable)."

-POP AGM 2024 attendees

6.5 POP FUNDING

In 2024-25, POP was able to fund £133,000 to more than 90 organisations in Plymouth through POP Collectives; £250 a POP and the Suicide Prevention Fund.

Detailed information about the funding transactions that POP made between April 2023 and March 2024 can be found at [Plymouth Octopus \(POP\) - Open Collective](#)

Detailed information about how £250 a POP was used by our members can be found at [Plymouth Octopus \(POP\) - Expenses - Open Collective](#)

Detailed information about POP Collectives specifications and what projects have been funded can be found at https://www.plymouthoctopus.org/funding-details/pop_collectives/r/recHw9DYbYyGkiZvC

POP COLLECTIVES

POP Collectives paid £75,000 to fifteen collaborations in 2024-25 across five decision-making processes. The successful collectives consisted of forty six distinct organisations of which 48% were 'micro' sized (turnover below £10,000 per annum) and 39% were small (turnover between £10,001 and £100,000 per annum).

The percentage of organisations in successful collectives who are micro sized has risen 12% in the past year. Furthermore, more than half (26) of the 46 participating organisations were 'first timers', that is, had not previously been in a collective.

2024-25 was the first full year for the revised Collectives Fund. Fifteen collectives received funding out of the 22 that applied: a 68% success rate for applications. Four of the successful collectives were funded at their second attempt of applying. Three of these collectives were invited to reapply by POP as we did not receive any applications in Round 5.

Since the Autumn of 2024, we have noticed that more collectives are applying and it is likely the success rate for applicants will decrease in 2025-26.

POP also did some research into POP Collectives voting data from Round 6-8 (September 2024 - February 2025). In these three rounds, 93 different POP members voted on at least one occasion. It seems clear that voting turnout is influenced when there is enthusiasm and/or connection by (individual) POP members for a nominated project. Only four organisations have voted in every round.

35% of organisations voting have a PL1 address registered with POP, while 18% of voters registered a PL4 address. POP is aware that some collectives enter the process with an inbuilt advantage and part of this 'advantage' appears to be location, particularly in the case of PL1, where there is a density of well-connected and highly-supportive grassroots organisations.

The Collectives Fund continues to deliver social and environmental benefits across the city. One example of this is the Tippy Park Community Orchard Project. This was a collaboration between Tulgey Woods Sanctuary, Wise Roots and Pollenize.

This project has worked to combine local environmental management with tackling social isolation. The collective worked at Trefusis Park, commonly known as Tippy Park, where a previously planted orchard had been allowed to overgrow. The team has repurposed this space and look to develop it as an example of community fruit growing. They have also installed seating space. This tackles social isolation as there is little to no seating in other areas of the park. This seating opens up the park to older users and creates an area where conversation can happen. This connects to the Tulgey Woods Sanctuary next door, which maintains a strong community presence. The team have made other improvements to the area, such as installing a bug hotel and a community noticeboard.

The area is now being used as a community focal point with, for example, a wassail being held in the winter. Having re-established access to the orchard, the collective is now looking to develop and maintain the space working with volunteers to reconnect people with nature and each other.



Tulgey Woods Sanctuary



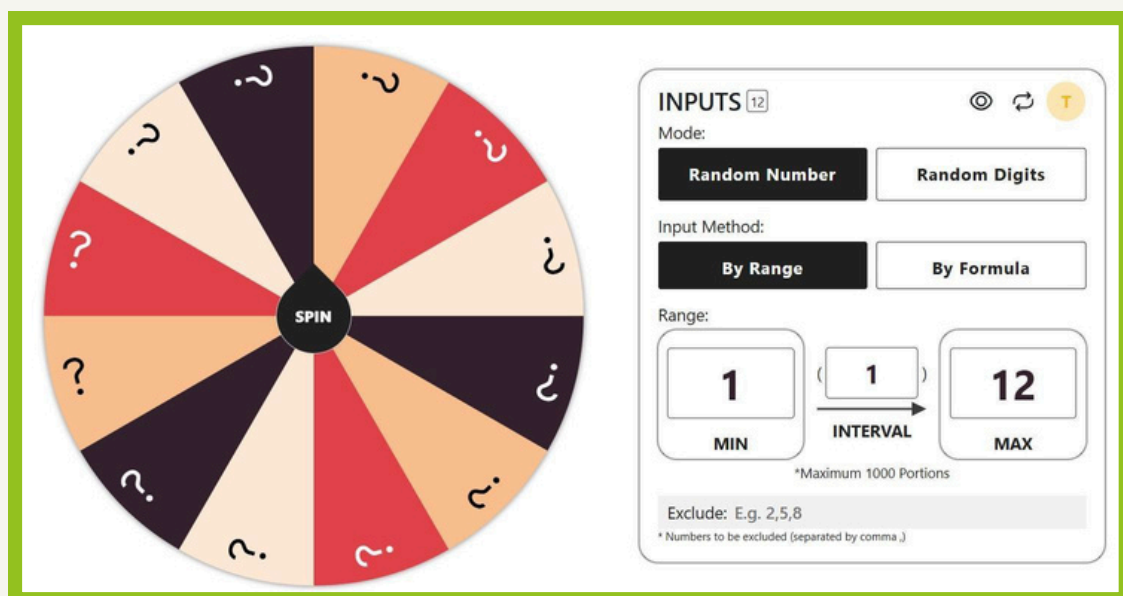
*Improvements Made to Tippy Park Community Orchard
from POP Collectives Funding*

£250 A POP

£250 a POP paid 52 grants worth £13,000 in 2024–2025. This was a reduction of £18,500 spent on the fund for budgetary reasons. The fund was over-subscribed and so POP tested a lottery-based decision-making process.

£250 a POP grants are allocated at a regular online meeting on the last Wednesday of the month. Meetings are held at either 1pm or 5:30pm to enable access for all. POP's due diligence requirements mean that applicants must attend the meeting to receive a grant. The meeting always follows the same format.

After a short introduction, applicants are invited to introduce their organisation and how they hope to spend the grant in 1-2 minutes. Applicants interact through the chat function and are sometimes able to offer each other advice or practical support. Each applicant is given a number based on the order in which they introduce themselves. At the end of the meeting, we use a computerised number spinner to make grant decisions. POP takes every precaution to ensure the process is randomised. When the spinner stops, the number of the organisation that matches the number on the spinner is selected to receive a grant. POP allocates four grants at each meeting. Unsuccessful applicants are welcome to re-apply as many times as they wish.



The 250 a POP number spinner decides who receives funding

£250 a POP: FEEDBACK

We asked the recipients of £250 a POP for feedback on the process, and to evaluate the difference the small amount can make for grassroots organisations. Here are some examples of what we've heard back.

Plymouth Soroptimists have been volunteering in the community for 95 years, and we needed to build our network to access potential new members, business sponsors and charitable partners to collaborate on projects. The "£250 a POP" funded our membership of Devon Chamber of Commerce, opening up new avenues of communication for us. As a direct result, we have collaborated on a project to provide hygiene care supplies to families in temporary accommodation in Plymouth, and obtained a grant to do it. We are about to submit another collaborative grant application. The £250 has had a huge multiplier effect for us!



Plymouth Soroptimists Team

It Takes A Village CIC: Our clothes swaps have proved SO SUCCESSFUL that we have had to expand and open The Village Swap at the front of the Plot. The space we have moved into needed some TLC and repurposing magic, to transform it into a beautiful and welcoming shop, and that is exactly what our £250 a POP grant helped us to do. It paid for furnishings, essential new and second-hand equipment, materials, fabric, paint and various other bits n bobs to help us create the Village Swap (see attached video).



It Takes a Village Team

Feedback from participants, and the number of applicants involved, suggest that most are comfortable with the way in which POP operates the £250 a POP fund. However, there have been a few critical voices, such as, from those who find lottery processes challenging and from others who perceive other organisations as being 'more worthy' or of having a greater need than their own and hence, find the on-line process somewhat 'uncomfortable'. POP emphasises in every meeting that every organisation deserves funding but that we have limited budgets.

The specifications for £250 a POP have now changed so that only small and micro-sized organisations can apply. Organisations must wait 12 months before reapplying (if they were successful). During the year, the POP team further clarified application criteria by deciding that only full members of POP are entitled to apply.

During 2024-25, 84 separate organisations applied to £250 a POP a total of 124 times. That means that the average probability of an applicant being successful in any given draw is 42%. Thirty four organisations were successful in the lottery process on their first attempt. However, the evidence suggests that persistence is worthwhile in this process, as the overall success rate of applicants to £250 a POP is 62%. The element of luck involved in the process means there are some unfortunate anomalies: one organisation was unsuccessful five times.

Five years on, £250 a POP still makes a difference

Read the blog for a full description of what £250 a POP has contributed to in 2024-25.

SUICIDE PREVENTION FUND

POP worked in collaboration with Plymouth City Council to create a process that would distribute just under £45,000 for projects that worked with suicide prevention 'at risk' groups. The process used was an evolution of the Cost of Living Fund that was designed in 2023. The fund was able to resource seven projects that worked with neurodivergent communities; care leavers; chronic pain sufferers; new mothers & pregnant women and young people who experience mental health difficulties.

£250 a POP: FEEDBACK

"The £250 allowed Give a Child a Chance to hire a bouncy castle for the Hamoaze House Wellbeing Family Fun Day. It was a lovely, happy day that allowed many local families to experience activities together and maybe consider some different hobbies. Your grant allowed us to give everyone free access to the bouncy castle. It was in constant use all day!"

St Jude's Community Received £250 last winter to support an initiative called 'Hugs from Hub' where we bought warm fleecy throws to give to elderly people to help keep them warm at home. We run a weekly warm/safe space initiative in St Jude's Church that is well-supported, but this project was to show we wanted to extend that warm welcome into people's homes during the cold winter months. [...]

Thanks to the £250 grant, we were able to give away more than a dozen throws to people we knew would appreciate the thought and benefit from the extra warmth, especially those who can't get out when it's very wet/cold. The response was a universal 'thank you for thinking of me'.



Sharing Shed construction volunteers



Sharing Shed organisers

Caritas Plymouth [...] has been inspired by one of our schools, Holy Cross in Plymouth who have set up a sharing shed scheme to help families and develop a reciprocal ethos to reuse items that families might not use any more but may be of use to others. This scheme sees parents donate good quality second hand uniform, clothing, books and toys as well as new food items and hygiene products. Thanks to POP we were able to use the £250 towards funding a brand-new sharing shed for Keyham Barton primary school. We bought a shed, boxes and shelving that were gratefully received by the school and that has been filled by kind donations from the parents. One staff member remarked, "This is going to make such a difference for our families in need and is such a good idea."

GRANT-MAKING POLICIES

POP's grant-making policies align with our core value: to strengthen grassroots organisations; voluntary organisations; charities and social enterprises through collaboration. We continue to test new approaches focusing on trust and collaboration and in creating – what we believe – is the necessary environment that allows trust and collaboration to flourish.

Our grant-making policies continue to be shaped by our beliefs and values:

- The biggest issues – environmentally and social – are complex.
- No single actor or set of actors can create the change we need.
- Networks and collaboration at a citizen and organisational level, and the behaviours required to be effective, are most likely to allow the changes to emerge.
- Traditional funding processes destroy – not foster – collaboration.

We sincerely hope that the examples we have set, and the impacts we have had, when seen by other funders, might lead to a greater change in how funding takes place in Plymouth and further afield.

As part of our commitment to experiment, POP is constantly investigating and questioning the methods we employ; seeking feedback from our members and our colleagues so that we continue to evolve.

Current POP Funding processes can be found here:

<https://www.plymouthoctopus.org/pop-funding>

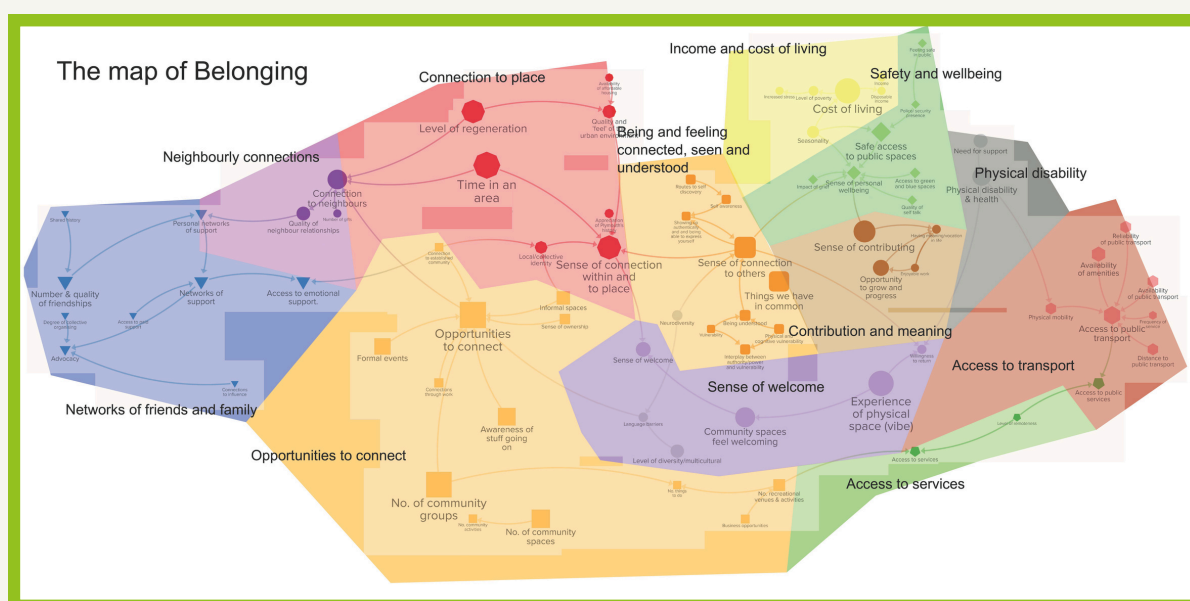


Plymouth Devon Racial Equality Council event

BELONG IN PLYMOUTH – HEALTHY COMMUNITIES TOGETHER

Belong in Plymouth was part of a National Lottery funded project, Healthy Communities Together, that ran from 2022 to 2025. It was intended to explore how better partnership working could happen across five geographical sites between health, statutory and VCSE sectors. Insights from the programme have been fed back to funders seeking to fund cross sector partnerships to address health inequalities.

There were several focus points to Belong in Plymouth in 2024/25. The collected stories were brought into the 'Map of Belonging', highlighting the key themes of social isolation and loneliness as understood by the people of Plymouth. This formed the basis of community engagement in Barne Barton and St Budeaux: working in a careful, thoughtful way in a congested neighbourhood, full of existing 'small p' politics; disappointments and multiple interventions that had led people to feel "consulted to death".



The map of belonging

The team created a piece of 'entertainment' based around solving problems and toured five Fun Days to connect with local people. This brought more residents into the work; helped community organisations relax into possibilities and gave an option for other services to create meaningful work with local people.

A 14-week 'co-creation' course was held, at which a smaller group of people identified a series of actions leading to solutions to reduce social isolation. They created, published and distributed the first of four quarterly magazines and held three outreach events to listen to other local residents. They are now constituted as a group, building bridges across previously alienated organisations, and continue to deliver inclusive drama sessions, play-and-stay activities, along with other ways of bringing people together.

YOUNG PEOPLE

Belong in Plymouth also supported 11 young people to design their own project to 'get their voice heard'. The young people commissioned, directed and acted in a documentary which they premiered to an audience of key individuals in Plymouth. They then used the documentary to host three workshops in a community centre, the Council House and Plymouth City College to talk about issues most relevant to them: Special Educational Needs; (a lack of) places and spaces to meet; mental health; education and finance.

They used the hashtags #BelongInPlymouth and #BeMorePlymouth to help create a social media campaign encouraging others in the city to "pledge to fight for the voice of young people." And they took their campaign to the Houses of Parliament.



Young People launch their campaign at The Plot. Photo credit: Fotonow



Young People launch their campaign at the Council House. Photo credit: Fotonow

Since returning from Westminster, they have received several invitations to work with secondary schools; the local council; public health, and Active Devon, to ensure the experiences of young people are part of our citywide decision-making processes.

GOOD ENDING & LEGACY

As Belong in Plymouth reached the end of its life in June 2025, it felt important to consider how it might 'end well'. We have seen how projects can often come to an abrupt stop leaving people 'in limbo' or – alternatively– keeping a project going, just for the sake of it.

We spent several months considering its legacy, and designed a number of 'ending events' to process emotion, think about the future, and hold the substantial connections that the programme has made across the city.

The voice of citizens is being brought to the fore across much work in Plymouth. Bringing emotion, humanity and relationships to the table is now seen as normal. However, the programme has not been able to address the gaps in capacity (such as time, priority, amount of people working on projects and money) to genuinely create frequent and valued meetings and partnerships across sectors, with both services and service users.

The pace of work and high turnover of staff within the NHS, conflicting priorities and clashing meetings, all remain barriers to time spent building relationships and creating understanding between sectors and the people they support. There is much work still to be done to explore if these kinds of partnerships can be valued to protect 'meeting time'. Too often our lack of understanding of each other leads to misconceptions and mistrust. And our systems are built on smaller organisations and teams working with the smallest budgets having to prove to those larger, and better funded, that their work is useful.

ATTENDANCE AT KEY MEETINGS

POP continues to represent the grassroots sector and wider VCSE sector at the Inclusive Growth Group, the Local Care Partnership Delivery Board and the Safer Communities Partnership. This year Imogen, our Capacity Building Manager, was a judge on the West Country Women Awards as part of a panel drawn from the Inclusive Growth Group.

PLYMOUTH PARTNERS & FUNDERS FORUM

POP has continued to host this forum which brings funding providers together in partnership to share strategic and creative dialogue.

We have also continued to be an active member of the South West Funders Forum and, following the October meeting, we hosted a visit in Plymouth for the West of England Impact Alliance in March.



Sensemaking workshop participants from across Plymouth thinking about belonging in Barne Barton

6.7 COMMUNICATIONS & PUBLIC RELATIONS

POP PAGE

Our associate, Caroline Blackler, continued to write the monthly POP page.

There were pages dedicated to themes, such as, the climate crisis and the environment; PRIDE; community projects taking place in and around Stonehouse and 'dance/performance features highlighting inclusive work by Far Flung and the Move to Nurture class (for women affected by cancer).

The regular POP Page also enabled POP to regularly promote, among other things, POP funds; events; the benefits and the service we provide to our members; the wonderful efforts of our members and the many ways in which we are all making a difference across the city.

The content was also included in the monthly mailings and across our social media channels.

Through our communication channels we have profiled the work of many POP members including, for example, Far Flung, Plymouth Dance, Ocean Publishing Library, Plymouth Pride and Nudge Community Builders and raised awareness of other initiatives, such as Plymouth City Council's Climate Connections initiative and its OUTyouth groups.

£10m Press Release

A press release was sent in January this year to coincide with ten years of POP Ideas and recognise its significant achievement of helping to bring £10 million pounds worth of funding into, and across, the city.



Plymouth Hope Festival



Poetry in Motion



Championing the grassroots.
Where everyone has a voice.

As Matt Bell, POP's chief exec, took to the stage to welcome everyone, his opening remarks about 'race', surprisingly, took the form of a poem. His first ever attempt (and it was pretty good) spoke of the need for us all - individuals, sector & city - to commit to really consider our stories; our individual and collective past; the harms caused in the past yet still being felt today. Matt spoke of the need to know each other; to see ourselves in each other so that - together - we can be the change.

"Let's examine what's happened

And notice the patterns that we
might have forgotten

They swirl and repeat and go
incognito

we don't even notice as we harm
other people

BUT change is happening and it is
in the room now

Take this poem, no facts nor figures

No carefully planned message

Just a human like you, testing
something new

Not sure what you think,
vulnerable and bare

But I do know something

We have what we need, when we
share and share."

Building better by doing more of the same



Members of POP taking to the floor.

#BeMorePlymouth was the call to arms at this year's POP community celebration. The annual extravaganza - which took place on November the 5th - brought together nearly a hundred POP members. It also brought home the exciting news that the social impact success of work within Plymouth is of national significance.

For eleven years Plymouth Octopus has been supporting and nurturing the grassroots communities across the city through a combination of funding, networking and one-to-one advice. It's a recipe for success which might be measured in many ways:

- The ten million pounds of external funding awarded to projects over the last ten years to support individuals and communities across the city

- The willingness of several significant sectors such as 'health' and 'culture' to collaborate with the VCSE which is encouraging and enabling new relationships with unique social impact

- The support, both for and within, our own sector to forge its own path and try a different approach so that we might create real change.

POP has helped to create a unique environment that generates community action; powers social change and creates dynamic individuals. This, it was felt, was just part of what it might mean to "#Be More Plymouth". We heard it described as a city that continues to be shaped by the many layers of 'us'; of thousands of interlocking stories over several hundred years and of being a city 'on the edge'. Matt Bell, POP's Chief Executive summed it up:

**"When we get it right as a city
we look and feel more like
Plymouth. We don't look like
somewhere else."**

Geographically confined by the moor; the rivers and the sea there is little room for the city to physically grow. But Simon, POP's Learning Champion, spoke of the opportunity and the many benefits that can come from occupying the city's 'liminal space': the space in-between.

"What we know to be true,"
says Simon, **"is that there**
are many many expressions
of Plymouth life: military;
dockyard; university; marina;
pirate; bohemian; African;
Polish; Ukrainian. All of these
expressions - the richness and
different values of life in this city
- overlapping as the one true
Plymouth."

And it is the necessity to step into these spaces, he explained - the ones that overlap; the ones on the edge; the spaces in between - from which we must rebuild and reimagine ourselves. It won't be easy. It will require courage to face our differences; a need for greater empathy; a willingness to listen and to really hear the stories and experiences of 'others' along with a determination to hold them safely in the space. Furthermore, it will need all sectors across Plymouth willing to reach out beyond their own boundaries:

**"We know that even if all the
grassroots organisations come
together, we can't meet all
the challenges that Plymouth
faces. We need the statutory
organisations and people
working in sectors, such as,
health, education and housing
to step into these liminal spaces
with a willingness to work
together; share real power and
collaborate."**



Not all AGM's are boring, having a laugh at the POP AGM.

One innovative organisation that excels at this is Nudge Community Builders. Not only has it stepped into the liminal space that is Union Street (literally built to join the three separate boundary towns of Plymouth, Devonport and Stonehouse) but it works with multiple voices constantly listening; giving them consideration and assessing how it can best create real social change.

Talking to the POP audience, director Hannah Sloggett, explained how Nudge has powered itself by doing things differently. Despite constantly being several weeks away from economic peril, it has, Hannah explained,

nudged itself forward, one radical decision at a time, continuing to strengthen and build a more resilient community around itself, in Stonehouse.

With the launch of its Mistress Plan - and working with POP on the Land Exchange initiative - Nudge intends a radical shift in the economic fortunes of Union Street: to bring long-term power to The Street through collective land ownership, ensuring that the economic and social benefits stay local.

Not only is it really exciting, says Hannah, but it is nationally important. The question of how communities can make real lasting change and

how we in Plymouth can make that happen is, she says, part of a conversation taking place around the country; part of a campaign called We're Right Here.

And its these stories of risk & resilience; kindness & collaboration; vision & vitality that are helping to inspire the city and others like us. And it's the reason why we should all #BeMorePlymouth.

Join us and use the #BeMorePlymouth on social media so we can spread the word and share all the positive stories about our amazing grassroots community here in Plymouth.

**"As we create the change in
our places, laying down the
foundations to make that
change last for generations,
we will be doing it - securing
investment - in a more collective
way that brings people
alongside us."**

Free workshops & events from POP & POP ideas! Register at bit.ly/POPEvents

POP Outreach: Mutley

Tuesday 10 December

Come to Quaker House to meet the POP team and find out how we can best support you

POP ideas: Taking a Pause

Friday 13 December

Learn tools & techniques for Reflective Practice

POP Bites: Christmas Social

Tuesday 17 December

Come and celebrate networking the POP way with us over a festive dinner at The Boat

Since February, Caroline has been focussing on a new project, 'Grassroots Stories', to complement our #BelongInPlymouth work and highlight the amazing work of Plymouth's grassroots organisations.

Caroline has been interviewing founders and participants of projects:

Founders: to highlight the exceptional individuals behind the projects: exploring their life experiences & the circumstances and relationships that have led to the founding of 'their' project, attempting to answer questions, such as:

- How did they get where they are today?
- Where does their passion; determination & commitment come from?
- Why would they choose to set up and run a community project when the experience is often financially insecure, has an (often) unsustainable 'business model' relying almost entirely on external funding to keep it going, with little personal financial security?

The 'stories' from the individuals that Caroline has interviewed so far have been amazing, inspirational and extraordinary. Read all about: Emma co-founder of The Mindful Art Club, Haidee Dampnee founder of The Tree Project; Joy and Jane, co-founders of the Plymouth Scrapstore; Julia founder of The Chronic Pain Coaching and Jon Dingle founder of Connecting Youth.

Participants: Caroline has also interviewed a single participant from each of these projects to show what a significant and positive difference these projects have had on the health and wellbeing of that individual. Read all about: profound stories of change; of a sense of belonging; of finding a desire 'to live' and of finally being able to let go of the past.

POP is aiming to have between 50 and 100 stories. Through this – these many examples –, we intend to show the impact of the *individual* projects on participants; the *collective* power of the VCS and the *unique* qualities of these exceptional people who have established these valuable organisations.

At POP we believe in the power of grassroots stories. Gathering a bank of real, personal stories of change, renewal and belonging – no matter how big or small – helps us showcase and champion the vital role of community across the city."

**–#BelongInPlymouth
Grassroots Stories description**

#BelongInPlymouth STORIES

NeuDICE CIC was founded by Stu, whose lifelong experience of being forced into rigid education systems, social conventions or even medical diagnoses inspired them to create a supportive space for neurodivergent individuals and entrepreneurs.

For people like Keith, discovering NeuDICE was life-changing in helping him to embrace his autism, rebuild his confidence, and become an advocate and emerging leader for Plymouth's neurodivergent community.

*#BelongInPlymouth stories of
Stu, founder of NeuDICE
& Keith, participant*



Stu (left) and Keith (right)

POP NEWSLETTER

POP continues to send out a monthly newsletter at the beginning of each month which contains news, events and opportunities from POP, its partners, members and local communities. The newsletter, curated by Rowan Edwards (Comms & Digital Support), is a mix of content from the POP team, POP members' submissions and content collected over the course of the month via email and social media.

The mailing list consists of nearly 2,500 people.

We also send out a weekly members' update highlighting and alerting members to immediate opportunities and events.

Furthermore, we send designated newsletters to the Children & Young People Network (compiled by Stuart Jones with Rowan Edwards) and Belong in Plymouth (compiled by Karen Pilkington). These are sent to 234 and 440 subscribers, respectively.

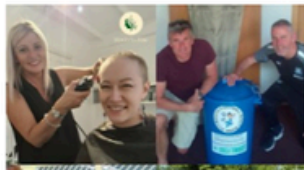


POP Members:
Mindful Art Club team

POP NEWSLETTER April 2025



#BelonginPlymouth: Your Stories



POP is gathering stories to highlight the heart of Plymouth's grassroots community projects.

We're inviting you to share what inspired you, what keeps you going, and most importantly, how your work has changed someone's life. These powerful stories will be used to showcase the impact and champion the vital role of grassroots projects across the city.

[Click here if you'd like to be involved.](#)

10 Million Pounds Worth of Social Change

Over the last ten years, Plymouth Octopus (POP) has helped to bring more than £10 million into the city's charities, community projects and grassroots organisations through its capacity-building service POP Ideas, enabling them to support thousands of individuals across the city. Yet, this milestone achievement is also being met with frustration that, after ten years of positive change, the social, health and environmental problems affecting so many people remain.



[Click here to read the full story.](#)

POP Collectives Round 9

POP Collectives

Now open for applications!



Voting for POP Collectives Round 9 will open on Monday 7 April. The Round 9 projects are:

- A Taste of Unity
- Pride Month Trail & Pop-Up Space
- Community Kicks
- Grow, Bloom and Scout
- East End Echoes
- Urban Art Project
- Plymouth Hope Festival 2025
- Freedom Community Festival 2025

[Click here to apply for Round 10 by 9 May.](#)

Keyham POP-IN Session

POP is running regular POP-IN Sessions on the third Tuesday of each month. The next will be at Keyham Green Places on 15 April from 9.30am-12pm.

If you're curious about support for grassroots organisations and groups; funding and

Come and meet our team!
Our new POP-IN sessions will take place every third Tuesday of the month.



#BelongInPlymouth STORIES

When Joy saw local children without materials to play or create, she teamed up with Jane to build Plymouth Scrapstore, a creative sanctuary offering an abundance of materials, built by decades of care & vision.

For people like Maki, once isolated and living in a van, Scrapstore became a turning point. Through volunteering, he found stability, a profound sense of worth, and a sense of belonging among the 'funny, generous and kind' people with whom he now works.

*#BelongInPlymouth stories:
Joy, founder of Plymouth Scrapstore
& Maki, participant*



Joy (left) and Maki (right)

SOCIAL MEDIA

POP continues to have a strong presence on social media for both the Plymouth Octopus and POP Ideas accounts. We no longer use Twitter and we are now on LinkedIn.

Following the rebranding of Twitter to X (July 2023) and a sense that the platform was 'deteriorating', the team agreed that maintaining POP's presence on X was a political choice that did not align with POP's values. The POP account was therefore deleted.

We reduced our accounts on Facebook and Instagram to one profile per platform to focus our posting and reduce confusion. Multiple profiles/groups such as "Community Guru" Instagrams and Facebook accounts were deleted. Currently maintained by Raphaella Ahmad (Administrator & Social Media), our socials share information available in the POP newsletter and POP Ideas's newsletter as well as the 'stories' highlighting the amazing work that our members do; their commitment to their participants and the positive social change of these grassroots organisations on individuals's health and wellbeing.

We also share updates on POP Ideas workshops; POP funding, networking events and we promote members' events. Our socials therefore aim to reflect an up-to-date, interactive and responsive online presence.

Consistency

Through consistent posting on all platforms, POP's social media is gradually and efficiently gaining followers, with quality being prioritised over quantity. Currently, the capacity for posting across all platforms is 2-3 posts a week, scheduled in advance and spread evenly throughout the weeks.

Instagram seems to be the platform on which POP generates the most engagement, therefore, consistent story-sharing on Instagram remains the most effective way of reaching our audiences, even on days where posting is not possible (due to a lack of capacity, for example). It is also an effective way to reach out to non-followers and gain engagement.

Growth through collaboration

Through engaging, tagging, sharing and interacting with followers on social media, POP's engagement has been steadily increasing.

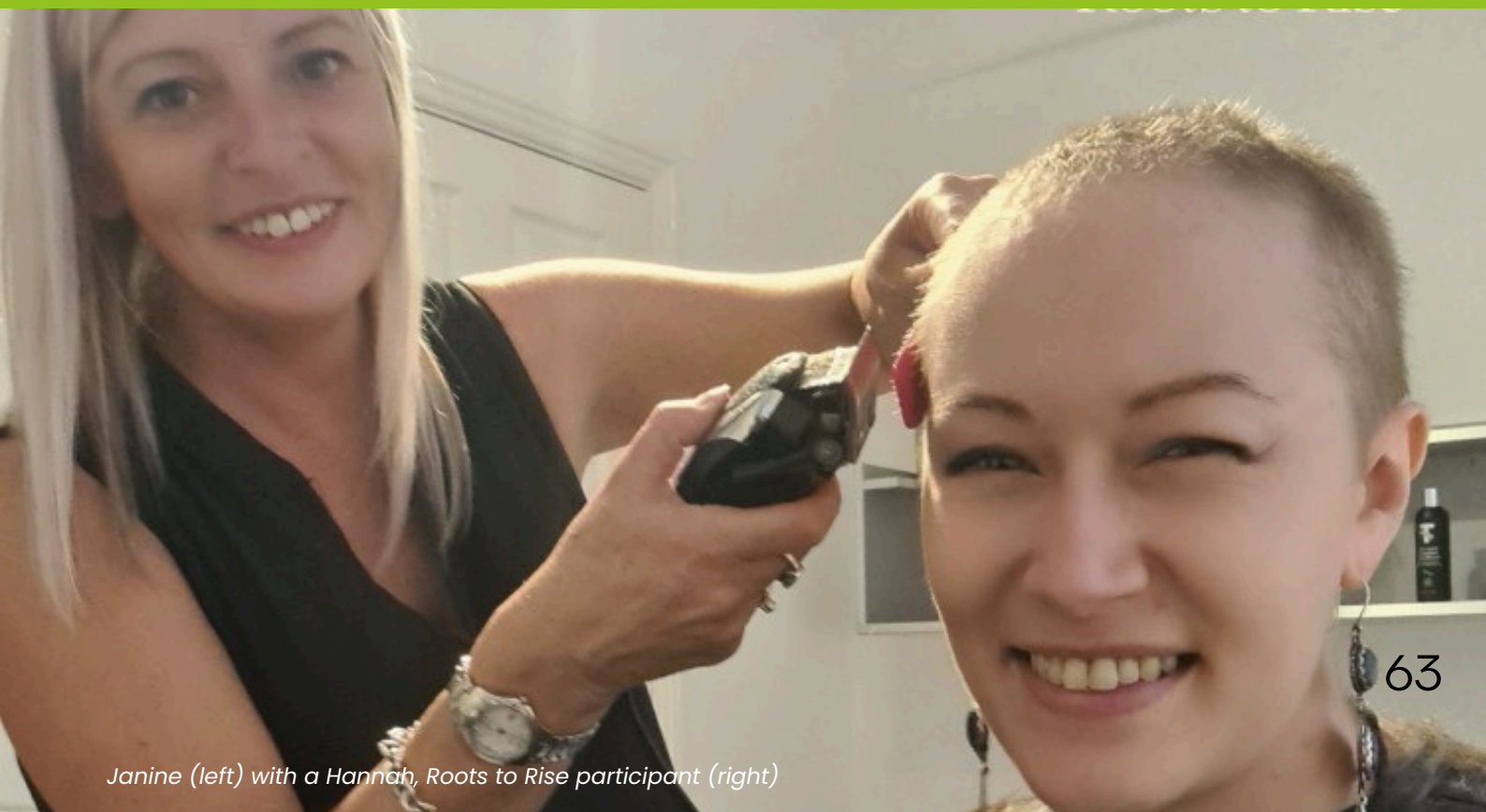
Our posts consist of a balance between POP original content (such as events, funding opportunities, POP Ideas Workshops, blog posts, etc.), paired with resharing POP sponsored events, partners work, etc.

#BelongInPlymouth STORIES

Roots to Rise CIC was founded by Janine Boylin to provide compassionate wig care for patients experiencing hair loss, inspired by her cousin's cancer journey.

Partnering with wig specialist Hayley, the project offers a private, supportive space for patients. This year it has been awarded one of three (coveted) NHS wig specialist contracts in Devon as well as a collaborative grant from POP Collectives with Move to Nurture and The Primrose Foundation.

#BelongInPlymouth stories:
Janine & Hayley, organisers of Roots to Rise



Janine (left) with a Hannah, Roots to Rise participant (right)

Our Reach

A total of



2,992

followers to
date across
all platforms:

LinkedIn

LinkedIn

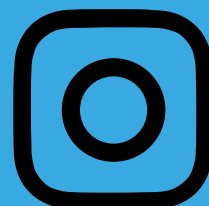
568



Facebook

1,400

1,024



Instagram



7. FINANCIAL REVIEW

FINANCIAL OVERVIEW

Income

- Esmee Fairbairn £312,000
- Core funds £68,949
- Belong in Plymouth £128,772
- Men's Mental Health Collective £26,000
- Suicide Prevention Grants £45,000

RESERVES POLICY

The reserves policy specifies that in the event of POP having to cease its activities, sufficient funds should be available to pay for the cost of two to three months of charitable operation to cover the wind-down period and the redundancy costs of any remaining staff. The financial position against the policy is reviewed every quarter.

For designated reserves on occasion of POP's funding reducing and/or stopping:

The Trustees have established a level of free unrestricted reserves that the charity requires to bridge funding gaps to enable POP to continue activities for a period of at least six months. The Trustees consider that a contingency fund of £100,000 would be appropriate. The general fund currently stands at £123,338 (2023: £70,638)

For redundancy payments should the charity cease to trade:

To provide for the payment of redundancy in the event of our funding ceasing, trustees consider that a designated fund of £25,000 would be required. The fund currently stands at £25,000 (2024: £25,000).

Income
£580,721

POP has had another positive year. Much of the surplus is held in restricted reserves.

Expenditure
£630,719

We hold a Contingency fund of £25,000 to cover redundancy payments.

MONEY HELD ON ACCOUNT

The charity has held funds on account for:

- Health Determinant Research Collaborative – £7,290
- Ideas Space – £913

RISK MANAGEMENT

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients. External risks, such as, over reliance on one funding source is a matter of significant focus with continued development of the rationale and description of POP's work and, more generally, the role of infrastructure in ensuring strong and healthy communities.

Over the next year this will continue to develop and be used to secure greater diversity in income



Plymouth Devon Racial Equality Council event



Photo credit: Fotonow

8. PLANS FOR THE FUTURE

PLANS FOR THE FUTURE

Our 'learning', reflections and POP's current situation lead us to conclude that:

- We cannot spend the next year playing the 'same old game'
- We must dig deep and think about how we can be bold in that which we are aiming for.

Our aspiration which ties all of this together is to reimagine Plymouth as a city of flourishing neighbourhoods.

Our ambition is to see a city of flourishing neighbourhoods that connect to strong city governance systems and work in harmony with regenerative material and natural systems. This aspiration, which ties together all our learning and action, is rooted in the belief that systemic transformation must be grounded at the neighbourhood level.

We've chosen 'flourishing', but the reality is somewhere between these words:

***Caring | Just | Equitable | Regenerative | Resilient |
Healthy | Safe | Wealthy | Resourced | Prosperous
| Thriving | Solidarity***

with 'Human' and 'Nature' at the centre.



9. STRUCTURE, GOVERNANCE & MANAGEMENT

GOVERNING DOCUMENTS & OBJECTS

Plymouth VCSE (POP) was approved by the Charity Commission on 7th June 2016 and is a registered charity No. 1167515, CIO Number CE007437. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in Plymouth and its environs.

GOVERNANCE & TRUSTEE APPOINTMENTS

New trustees are elected and appointed at POP's Annual General Meetings. They are also co-opted during the year, as opportunities arise, to then be elected for a full term at the AGM. 10% of members are required to attend the AGM as are the new elected trustees.

Trustees meet every month avoiding the need for sub committees. .

The trustees who have served during the period under review are set out below.

TRUSTEE TRAINING & INDUCTION

All new trustees are welcomed onto the Board and an informal induction process starts. Trustees are given access to all organisational documentation and encouraged to integrate into the team.

RELATED PARTY TRANSACTIONS; TRUSTEES' EXPENSES & REMUNERATION

Related party transactions; trustees' expenses & remuneration

A number of trustees received a small amount of remuneration for work within a collaborative structure. This was noted and discussed at Trustees meetings. There were only small payments made to a minority of trustees. This is a well-managed tension for POP as the trustees are often members of the communities we seek to support.

STAFF

- Raphaëlle Ahmad (joined October 2024)
- Matt Bell
- Rowan Edwards
- Stuart Jones
- Patrycja Loranc (joined May 2024)
- Karen Pilkington
- Imogen Potter
- Simon Travers
- Claire Law (left May 2024)
- Deborah Penprase (left May 2024)
- Molly McCarthy (April 2024 – September 2024)
- Madina Ibrahim (September 2023 – April 2024)

ASSOCIATES

- Caroline Blackler
- Rebekah Coombes
- Juliette Jackson
- Stephane Kolinsky
- Martyn Lowesmith
- Susan Moores
- Paul Read (left November 2024)
- Gareth Hart
- Matilde Zadig
- Rebecca Muncey
- Kiven Emmanuel
- Simon Sherbersky

TRUSTEES

The role of a trustee is vital for POP. They form the heart of the connection back into the grassroots sector as well as bringing much-valued skills and experience to the work. Over the last year we have said goodbye to some and welcomed others: .

- Alan Butler (resigned Feb 2025)
- Emma Handley
- Jon Dingle (resigned November 2024)
- Martin Mills (resigned November 2024)
- Sally Walker
- Slain McGough Davey
- Stu Watson
- Tania Nana

A very special thanks goes to Alan who has served as a POP Trustee since it started in 2017. He has brought such immense value to the work and will be missed as a Trustee. We are delighted that he will remain as an honorary member of the Board.

Chairperson

Peter McGough Davey

LEGAL & ADMINISTRATIVE INFORMATION

Charity Name and Number

Plymouth VCSE (POP)

**Registered charity number:
1167515.**

Charitable Incorporated
Organisation registered on
7th June 2016.

PRINCIPAL OFFICE

Box No. 48
HQ Building
237 Union Street
Plymouth
Devon
PL1 3HQ

INDEPENDENT EXAMINERS

Wills Accountants Ltd
2 Endeavour House
Parkway Court
Longbridge Road
Plymouth
PL6 8LR

BANKERS

CAF Bank Ltd. 25 Kings Hill
Avenue
West Malling
Kent

10. STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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 accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy – at any time – the financial position of the charity and enables them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on
4th Nov 2025

Trustee

Name:

Signature:

11. ACCOUNTS

Plymouth VCSE (POP+) Accounts

Statement of Trustees' Responsibilities

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 04 November 2025



Peter Davey
Trustee

.....

Plymouth VCSE (POP+) Accounts

Independent Examiner's Report to the trustees of Plymouth VCSE

Report of the Independent Examiner to the trustees
on the accounts of the Charity for the year ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 75 to 93

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination

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



Mr Philip Wood Soutter FCCA

for and on behalf of

Wills Accountants Ltd

Chartered Certified Accountants

2 Endeavour House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

The date upon which my opinion is expressed is :- 04 November 2025

Plymouth VCSE (POP+) Accounts

Statement of Financial Activities for the year ended 31 March 2025

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated 2024
	Notes	2025 £	2025 £	2025 £	2024 £
Income and endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies		65,228	511,772	577,000	827,245
Other trading activities		3,010	-	3,010	6,269
Investment Income		711	-	711	880
Charitable activities		-	-	-	-
<i>Other Incoming Resources</i>		-	-	-	-
Total income and endowments		68,949	511,772	580,721	834,394
Expenditure on					
Costs of charitable activities		30,682	596,548	627,230	694,025
Other costs		3,489	-	3,489	3,262
Total expenditure		34,171	596,548	630,719	697,287
(Net (expenditure)/net income before transfers between funds		34,778	(84,776)	(49,998)	137,107
Gross transfers between funds		-	-	-	-
(Net (expenditure))/net income before Other recognised gains and losses		34,778	(84,776)	(49,998)	137,107
Other recognised gains and losses		-	-	-	-
Net movement in funds		34,778	(84,776)	(49,998)	137,107
Reconciliation of funds					
Total funds brought forward	10	106,971	287,440	394,411	257,304
Total Funds carried forward	10	141,749	202,664	344,413	394,411

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on page 79 as required by the SORP.

All activities derive from continuing operations

The notes on pages 81 to 88 form an integral part of these accounts.

Statement of Total Recognised Gains and Losses for the year ended 31 March 2025

	2025	Restated 2024
Excess of Expenditure over income before realisation of assets	(49,998)	137,107
Profit per Profit and Loss account	(49,998)	137,107
Gains on revaluation of fixed assets for charity's own use	-	-
Grants for the acquisition of fixed assets	-	-
Net Movement in funds before taxation	(49,998)	137,107

Plymouth VCSE (POP+) Accounts

Movements in revenue and capital funds for the year ended 31 March 2025

Revenue accumulated funds	Designated Funds 2025	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Last year Total Funds 2024 Restated
		£	£	£	£
Accumulated funds brought forward	28,772	78,199	287,440	394,411	257,304
Recognised gains and losses before transfers	(3,772)	38,550	(84,776)	(49,998)	137,107
Dividend payments made		-	-	-	-
	25,000	116,749	202,664	344,413	394,411
Transfers between restricted and unrestricted funds	-	-	-	-	-
Transfers (to)/from designated funds	-	-	-	-	-
Transfers (to)/from revaluation reserve	-	-	-	-	-
Transfers (to)/from fixed asset funds	-	-	-	-	-
Closing revenue accumulated funds	25,000	116,749	202,664	344,413	394,411

Designated revenue funds	Total Funds 2025 £	Last year Total Funds 2024 £
At 1 April	28,772	95,460
Recognised gains and losses before transfers	(3,772)	(50)
Transfer (to)/from revenue accumulated funds	-	(66,638)
Transfers (to)/from revaluation reserve	-	-
Transfer (to)/from designated fixed asset funds	-	-
At 31 March	25,000	28,772

The purposes for which the designated funds have been established are described in the notes to the accounts

Summary of funds

	Designated Funds 2025	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Last Year Total Funds 2024 Restated
Issued share capital	-	-	-	-	-
Revenue accumulated funds	-	116,749	202,664	319,413	365,639
Revenue designated funds	25,000	-	-	25,000	28,772
Total funds	25,000	116,749	202,664	344,413	394,411

The notes on pages 81 to 88 form an integral part of these accounts.

Plymouth VCSE (POP+) Accounts

Balance Sheet as at 31 March 2025

	Notes	2025	2025	2024 Restated	2024 Restated
Fixed assets					
Intangible assets			-		-
Tangible assets			2,445		3,954
Investments :-					
Total fixed assets			2,445		3,954
Current assets					
Debtors		4,469		12,844	
Cash at bank and in hand		366,465		400,933	
Total current assets		<u>370,934</u>		<u>413,777</u>	
Creditors:-					
amounts due within one year		<u>(28,966)</u>		<u>(23,320)</u>	
Net current assets			341,968		390,457
Total assets less current liabilities			<u>344,413</u>		<u>394,411</u>
Creditors:-					
amounts due after more than one year			-		-
Net assets excluding pension asset / liability			<u>344,413</u>		<u>394,411</u>
Net assets including pension asset / liability			<u>344,413</u>		<u>394,411</u>
The funds of the charity :					
Unrestricted income funds					
Unrestricted revenue accumulated funds	10	116,749		78,199	
Designated revenue funds	10	<u>25,000</u>		<u>28,772</u>	
Total unrestricted funds			141,749		106,971
Restricted revenue funds					
Restricted revenue accumulated funds	10	<u>202,664</u>		<u>287,440</u>	
Total restricted funds			202,664		287,440
Total charity funds			<u>344,413</u>		<u>394,411</u>

The financial statements were approved and authorised for issue by the Board on 04 November 2025

Signed on behalf of the board of Trustees



Peter Davey
Trustee

The notes on pages 81 to 88 form an integral part of these accounts.

Plymouth VCSE (POP+) Accounts

Cash Flow Statement

for the year ended 31 March 2025

	Notes	2025 £	2024 Restated £
Cash flow from operating activities	13	(35,227)	125,006
Interest paid		-	-
Net cash flow from operating activities		(35,227)	125,006
Cash flow from investing activities			
Payments to acquire intangible fixed assets		-	-
Receipts from sales of intangible fixed assets		-	-
Payments to acquire tangible fixed assets		-	(1,069)
Receipts from sales of tangible fixed assets		-	-
Payments to acquire investments		-	-
Receipts from sales of investments		-	-
Interest received		711	880.00
Net cash flow from investing activities		711	(189)
Cash flow from financing activities			
Receipts from issue of new long term loans		-	-
Repayment of long term loans		-	-
Interest paid		-	-
Net cash flow from financing activities		-	-
Net increase / (decrease) in cash and cash equivalents		(34,516)	124,817
Cash at bank and in hand less overdrafts at 1 April		400,933	276,116
Cash at bank and in hand less overdrafts at 31 March		366,417	400,933
Cash and cash equivalents consists of:			
Cash at bank and in hand		366,465	400,933
Overdrafts		(48.00)	-
Cash and cash equivalents at 31 March		366,417	400,933

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

- 1 Accounting policies** The principle accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

(a) General information and basis of preparation

Plymouth VCSE (POP+) is a Charitable Incorporated Organisation registered in England / Wales. The address of the principle office is given in the charity information on page 74 of these financial statements.

The charity's operations and principal activities are directed towards furthering charitable purposes for the public benefit in Plymouth and the surrounding area, in ways that are exclusively charitable under the laws of England and Wales. In particular, the charity focuses on supporting, developing, and representing the voluntary, community and social enterprise (VCSE) sector.

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 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

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.

(b) Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

(c) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds which comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

- Expenditure on charitable activities which comprises of costs incurred by the charity in delivering its activities and services to beneficiaries. This includes both costs that can be directly attributed to these activities and indirect costs that are necessary to support them.

- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Fundraising costs

Fundraising costs are those incurred in seeking voluntary contributions and do not include the cost of disseminating information in support of the charitable activities.

Governance costs

Governance costs shall include all expenditure directly related to the administration of the charity including expenditure incurred in the management of the charity's assets, organisational administration and compliance with charitable and statutory requirements.

Other Costs

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity and those items not falling into the categories above.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.

Charitable giving: Asa charity Plymouth VCSE (POP+) are proud that, when funds allow, they bless other charities. Such donations are shown under "Grant disbursements" within these accounts.

(d) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the SORP.

(e) Impairment

Assets not measured at fair value are reviewed for any indication that the asset maybe impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

(f) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(g) Taxation As a registered charity, the organisation 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.

(h) Fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold improvements	– Straight line over the life of the lease
ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

(i) Funds structure policy

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above.

Any other proposed transfer between funds would be considered on the particular circumstances.

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

- 2 Going Concern** The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(Deficit)/surplus for the financial year

	2025	2024
	£	£
This is stated after crediting :-		
Depreciation of owned fixed assets	1,509	1,462
Independent Examiner's Fees	1,980	1,800
	<u>3,489</u>	<u>3,262</u>
	2025	2024
	£	£
These deferrals are included in creditors	<u>1,847</u>	<u>1,190</u>

The deferrals included in creditors relate to those grants and donations specified by the donors as relating to specific periods and represent those parts of the grants or donations which relate to periods subsequent to the accounting year end and are treated as grants in advance, or alternatively where there are conditions which must be fulfilled prior to entitlement or use of the grant or donation by the charity.

4 Resources received and paid as intermediaries for third parties

Received as principals and included in the Statement of Financial Activities

	Opening Funds	Received in year	Released in year	Closing Funds
	£	£	£	£
Health Determinate Research Collaborative	-	10,301	(5,031)	5,270
Local Studies Days for Heritage Network	-	213	-	213
40 Project	-	1,200	(237)	963
Total	<u>-</u>	<u>11,714</u>	<u>(5,268)</u>	<u>6,446</u>
The equivalent total last year was	<u>1,699</u>	<u>-</u>	<u>(1,699)</u>	<u>-</u>

The opening and closing funds above are represented by the assets and liabilities held by the charity as a intermediary.

5 Staff Costs and Emoluments

	2025	2024
	£	£
Gross Salaries	165,631	201,021
Employer's National Insurance	7,691	10,959
Pension Contributions	3,446	3,994
Consultancy & Associates fees	232,244	176,889
	<u>409,012</u>	<u>392,863</u>

There was no remuneration or expenses paid to the Trustees in the year (2024 - £Nil)

The average number of staff in the year totaled 8 (2024 : 10)

There were no employees with emoluments in excess of £60,000 per annum

6 Tangible functional fixed assets

	Office Equipment
	£
Asset cost, valuation or revalued amount	
At 1 April 2024	12,245
Additions	-
At 31 March 2025	<u>12,245</u>
Accumulated depreciation and impairment provisions	
At 1 April 2024	8,291
Depreciation on revaluation	-
Charge for the year	1,509
At 31 March 2025	<u>9,800</u>
Net book value	
At 31 March 2025	<u>2,445</u>
At 31 March 2024	<u>3,954</u>

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

7	Debtors		2025 £	2024 £	
	Trade debtors		890	7,554	
	Prepaid expenses		3,579	5,290	
			<u>4,469</u>	<u>12,844</u>	
8	Creditors: amounts falling due within one year		2025 £	2024 £	
	Bank loans and overdrafts		48	-	
	Trade creditors		8,265	12,928	
	Accrued expenses		12,360	9,202	
	Funds held for third parties	See note 4	6,446	-	
	Deferred income and grants in advance		1,847	1,190	
			<u>28,966</u>	<u>23,320</u>	
9	Analysis of the Net Movement in Funds		2025 £	2024 £	
	Net movement in funds from Statement of Financial Activities		(49,998)	137,107	
	Net resources applied on functional fixed assets		-	(1,069)	
	Net movement in funds available for future activities		<u>(49,998)</u>	<u>136,038</u>	
10	Analysis of Individual Funds and of assets and liabilities representing funds				
	At 31 March 2025	Unrestricted funds	Designated funds	Restricted funds	Total Funds
		£	£	£	£
	Tangible Fixed Assets	248	-	2,197	2,445
	Current Assets	132,870	25,000	213,064	370,934
	Current Liabilities	(16,369)	-	(12,597)	(28,966)
		<u>116,749</u>	<u>25,000</u>	<u>202,664</u>	<u>344,413</u>
	Restated				
	At 1 April 2024	Unrestricted funds	Designated funds	Restricted funds	Total Funds
		£	£	£	£
	Tangible Fixed Assets	500	-	3,454	3,954
	Current Assets	81,104	28,772	303,901	413,777
	Current Liabilities	(3,405)	-	(19,915)	(23,320)
		<u>78,199</u>	<u>28,772</u>	<u>287,440</u>	<u>394,411</u>

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

	Funds at 2024 Restated	Movements in Funds as below	Transfers Between funds	Funds at 2025
	£	£	£	£
<u>Unrestricted:</u>				
Free Reserves (General Fund)	78,199	38,550	-	116,749
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	25,000	-	-	25,000
Contingency Fund - Working Capital	-	-	-	-
VCSEP	3,772	(3,772)	-	-
<u>Restricted funds</u>				
Esmee Fairbairn	183,082	(33,768)	-	149,314
HDRC	288	-	-	288
Mens MH Collective	-	25,996	-	25,996
Fair Shares	15,000	(15,000)	-	-
Suicide Prevention	4,900	(4,475)	-	425
Unify Plymouth (PCC CMF)	10,975	-	-	10,975
National Lottery Community Fund - (HCT)	73,195	(57,529)	-	15,666
	394,411	(49,998)	-	344,413

Analysis of movements in funds as shown in the table above

	Incoming Resources £	Outgoing Resources £	Gains & Losses £	Movement in funds £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	68,949	(30,399)	-	38,550
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
Contingency Fund - Working Capital	-	-	-	-
VCSEP	-	(3,772)	-	(3,772)
<u>Restricted funds</u>				
Esmee Fairbairn	312,000	(345,768)	-	(33,768)
HDRC	-	-	-	-
Mens MH Collective	26,000	(4)	-	25,996
Fair Shares	-	(15,000)	-	(15,000)
Suicide Prevention	45,000	(49,475)	-	(4,475)
Unify Plymouth (PCC CMF)	-	-	-	-
National Lottery Community Fund - (HCT)	128,772	(186,301)	-	(57,529)
	580,721	(630,719)	-	(49,998)

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

11 Grant Allocation

Organisation	Funding Source	Amount £
Art & Energy CIC, Far Flung Dance Theatre CIC, Sewcial Guild	EFF	5,263.16
Aslan	EFF	250.00
Association MoveUp	EFF	250.00
Barne Barton Community Forum	HCT	247.82
Big Sis CIC	EFF	219.60
Big Sis CIC	EFF	30.40
Bikespace CIC	SP	7,200.00
Bikespace CIC, The Albion Workshop & Drift Advice	EFF	5,263.16
Caritas Plymouth	EFF	250.00
Cattedown Social Club	EFF	97.95
Cattedown Social Club	EFF	97.95
Cattedown Social Club	EFF	26.43
Cattedown Social Club	EFF	21.27
Cattedown Social Club	EFF	4.10
Chaddlewood Friends & Neighbours Society	EFF	250.00
Character Creation Roleplaying CIC	SP	6,130.00
Chronic Pain Coaching UK	SP	6,820.00
Clean Our Patch CIC	EFF	250.00
Climate Action Plymouth	EFF	155.88
Connecting Youth CIC, Plymouth Football Bootbank, St Aidan's Church	EFF	5,263.16
Creative Roots CIC	EFF	228.72
Developing Natural Arts	SP	5,263.16
Emotional Logic Centre	EFF	250.00
Food is Fun CIC, Plymouth Menopause Network, Aras Food Festivals Ltd, Jabulani	EFF	5,263.16
Fotonow CIC, Plymouth Arts Cinema, Red Velvet Cinema	EFF	5,263.16
Freedom Community Festival	EFF	250.00
Freedom community festival group, Freedom Fields Community, Friends of Freedom Fields Park, Onward community and wellbeing group LTD, Old Plymouth Society	EFF	5,263.16
Fridays Crafternoon	EFF	136.00
Fridays Crafternoon	EFF	114.00
Friends of Efford Marsh, High View School PTA, Efford Community Network	EFF	5,263.16
Glad Rags	EFF	250.00
Grow4Good South West Ltd	EFF	250.00
Heal Your Confidence	EFF	250.00
Ivybridge Junior Netball Club	EFF	250.00
Karate in the Community CIC	EFF	250.00
Manifest UK	EFF	250.00
NeuDICE CIC, Queer Out Loud CIC, Disability Enabling Network	EFF	5,263.16
Nudge Community Builders Ltd	EFF	50,000.00
Obsidian Support Service	EFF	250.00
Old Plymouth Society	EFF	25.00
Old Plymouth Society	EFF	25.00
Pets and Picasso	SP	5,000.00
Pillars of Wellness & Wellbeing CIC	SP	6,170.00
Plymouth & Devon Racial Equality Council, All Nations Ministries, Students and Refugees Together	EFF	5,263.16
Plymouth Adult Aspergers Group	EFF	250.00
Plymouth Artists Together	EFF	250.00
Plymouth Cycling Campaign	EFF	250.00
Plymouth Football Bootbank	EFF	176.63
Plymouth Hub for Climate Justice	EFF	250.00
Plymouth Hub for Climate Justice, Climate Action	EFF	250.00
Plymouth, Climate Clarity	EFF	5,263.16
Plymouth Jollof Kitchen	EFF	250.00

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

Plymouth Methodist Central Hall	EFF	250.00
Plymouth Proprietary Library	EFF	250.00
Plymouth Proprietary Library	EFF	250.00
Plymouth Scrapstore CIC	EFF	250.00
Plymouth Soroptimists	EFF	250.00
Plymouth Woodcraft Folk	EFF	250.00
Precious Plastic Plymouth and Tavistock CIC, SKATEtotheMAX CIC, The Flax Project CIC	EFF	5,263.16
Puzzle Academy	EFF	250.00
Queen Bee Production	EFF	164.84
Queen Bee Production	EFF	85.16
Queer Out Loud CIC	SP	8,042.11
Roots to Rise CIC	EFF	250.00
Seadream Education CIC	EFF	250.00
SKATEtotheMAX CIC	EFF	250.00
Snapdragons Plymouth CIC	EFF	250.00
Soldo	EFF	(534.05)
Soldo	EFF	(57.60)
Soul Singers CIC	EFF	250.00
St Chad's Church	EFF	250.00
St Jude's Community Hub, Plymouth	EFF	250.00
The Crafts Workshop CIC	EFF	250.00
The Crafts Workshop CIC, Art, Craft & Laughter CIC, Wellbeing Workshops Devon CIC	EFF	5,263.16
The Flax Project CIC	EFF	250.00
The Greenhouse Hub CIC, Borrow Don't Buy, Devon & Cornwall Refugee Support	EFF	5,263.16
The Habesha Community in Plymouth	EFF	250.00
The Megaphone Zine	EFF	250.00
The Photobook Project CIC	EFF	250.00
The Social Change Nest CIC (The Social Change Nest)	EFF	250.00
The Social Change Nest CIC (The Social Change Nest)	EFF	250.00
The Social Change Nest CIC (The Social Change Nest)	EFF	250.00
The Tree Project CIC	EFF	250.00
Timebank South West	EFF	250.00
Ukrainian Culture	EFF	250.00
Unity Through Volleyball	EFF	250.00
Wellbeing Choir	EFF	250.00
White Cross Training	EFF	250.00
Wise Roots CIC, Pollenize, Tulgey Woods Sanctuary CIC	EFF	5,263.16
WonderZoo	EFF	800.00
Woolwell in Bloom Group	Total	250.00
		182,374.61

Rounded for Accounts 182,375.00

Funding Source key

EFF - Esmee Fairbairn

HCT - The National Lottery Community Fund

FS - Plymouth City Council Fair shares

PTC - Power to Change through the SIMPL project

G - General Fund

UP - Unify Plymouth

SP - Suicide Prevention

Plymouth VCSE (POP+) Accounts

Notes to the Accounts

for the year ended 31 March 2025

12 Purpose of Restricted Funds Received

Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
SIMPL	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon - specifically focus on supporting people to age well, including supporting community businesses. This funding is to support and help people back to work project. The funding stream is over three years.
Big Lottery - Building Better Opportunities	
Keyham Community Sparks	Grant making and support for grassroots groups and projects in the Keyham community in response to the Keyham shooting.
Plymouth City Council - CMF	This funding is to support the coming together of diverse communities
High Street Heritage Action Zone	This funding is to support communities to learn about the city centre's historic post-war plan for Plymouth.
Plymouth City Council Wellbeing Grants	Grants to improve wellbeing and develop approaches to suicide prevention.
NHS Cost of Living	Grants for local grassroots groups to support the impact of the cost of living.
NAVCA Cost of Living	small grants for grassroots groups to cover associated costs of increased cost of living.
The National Lottery Community Fund - Healthy Neighbourhoods	Grants to bring communities together: to improve collaboration between grassroots groups.
Plymouth City Council Fair shares	For making grants to grassroots groups to improve health & wellbeing outcomes.
Power to Change	contribution to a 16 month programme of work that will support POP's development as a VCSE infrastructure organisation, catalyst of community initiatives and democratic small grant distributor. It is funding both for projects on the path to becoming community businesses and for local support infrastructure in Plymouth.

13 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025 £	2024 £ Restated
Net Income/Expenditure	(49,998)	137,107
Interest Receivable	(711)	(880)
Depreciation and Impairment of Tangible Fixed Assets	1,509	1,462
Amortisation of goodwill and intangible assets	-	-
Increase in debtors	8,375	(1,360)
Decrease in creditors	5,598	(11,323)
	<u>(35,227)</u>	<u>125,006</u>

Plymouth VCSE (POP+) Accounts

Appendices to the Statement of Financial Activities for the year ended 31 March 2025

The following appendices are attached to detail the activity analysis required by the 2019 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales.

1. Analysis of Total Incoming & Outgoing Resources by Activity
2. Analysis of Total Support Costs by Activity
3. Analysis of charitable expenditure by activity

Plymouth VCSE (POP+) Accounts

Appendix 1

Analysis of Total Incoming & Outgoing Resources by Activity for the year ended 31 March 2025

	Unrestricted Fund	Designated Fund	Restricted Funds					2025	2024
	General Fund	VCSEP	Esmee Fairbairn	Mens MH Collective	Fair Shares	Suicide Prevention	National Lottery Community Fund - (HCT)	Total	Total
	£	£	£		£	£	£	£	£
Income and endowments from:									Restated
Donations and legacies	65,228	-	312,000	26,000	-	45,000	128,772	577,000	827,245
Other trading activities	3,010	-	-		-	-	-	3,010	6,269
Investment Income	711	-	-		-	-	-	711	880
Charitable activities	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-
	68,949	-	312,000	26,000	-	45,000	128,772	580,721	834,394
Expenditure on:									
Other Charitable activities	26,910.00	3,772.00	345,768.00	4.00	15,000.00	49,475.00	186,301.00	627,230	694,025
Other	3,489	-	-	-	-	-	-	3,489	3,262
Total resources expended	30,399	3,772	345,768	4	15,000	49,475	186,301	630,719	697,287
Net Incoming Resources by activity	38,550	(3,772)	(33,768)	25,996	(15,000)	(4,475)	(57,529)	(49,998)	137,107

Plymouth VCSE (POP+) Accounts

Appendix 2

Analysis of Total Support Costs by Activity for the year ended 31 March 2025

Nature of support costs	Unrestricted Fund	Designated Fund	Restricted Funds					National Lottery Community Fund - (HCT)	2025 Total	2024 Total
	General Fund	VCSEP	Esmee Fairbairn	Mens Collective	MH	Fair Shares	Suicide Prevention			
	Fund									
									£	£
Sal ari es	(31,288)	3,649	139,821	-	-	15,000.00	4,800	33,649	165,631	201,021
Tax & NI	2,580	-	4,469	-	-	-	-	642	7,691	10,959
Pensi ons	1,263	-	1,883	-	-	-	-	300	3,446	3,994
Associates & Sub-contractors	2 9,776.00	-	57,925.00	-	-	-	-	144,543.00	232,244	176,889
Advertising & Marketing	4 48.00	-	200.00	-	-	-	-	-	648	1,511
Grant disbursements	-	-	137,502.00	-	-	-	4 4,625.00	248.00	182,375	259,200
Grant returned to funder	-	-	-	-	-	-	-	-	-	-
Bookkeeping/Financial Admin	-	-	-	-	-	-	-	-	-	-
Staff Expenses	3,621	-	1 , 1 8 4	4	-	-	-	436	5,245	4,983
Office Rent and Rates	432	-	-	-	-	-	-	-	432	2,215
Events / venue hire	4 ,109	-	1 , 1 9 8	-	-	-	5 0	3,165	8,522	16,397
Telephone/broadband/mobiles	2 ,522	-	-	-	-	-	-	-	2,522	2,311
Insurance	2,950	-	-	-	-	-	-	-	2,950	1,847
Professional fees	674	-	-	-	-	-	-	-	674	983
Independent Examiners Fees	1,980	-	-	-	-	-	-	-	1,980	1,800
Website/email hosting	-	-	-	-	-	-	-	-	-	-
Admin (Printing/Stationery/Postage)	-	-	-	-	-	-	-	-	-	-
Membership & Subscriptions	1 29	-	1 , 5 7 8	-	-	-	-	917	1,046	630
Training (Delivery & CPD)	3,432	123	-	-	-	-	-	480	5,613	2,424
Travel/subsistence	-	-	-	-	-	-	-	-	-	325
IT Support/Software	1,183	-	-	-	-	-	-	-	2,322	2,514
Bank charges	4,833	-	8	-	-	-	-	1,131	5,623	5,663
Sundries/Misc/Equipment	246	-	-	-	-	-	-	790	246	145
Bad debts	-	-	-	-	-	-	-	-	-	14
Depreci ati on	-	-	-	-	-	-	-	-	-	-
	1 , 5 0 9	-	-	-	-	-	-	-	1,509	1,462
Total support costs analysed by activi	30,399	3,772	345,768	4	15,000	49,475	186,301	630,719	697,287	

	2025 £	2024 £
The above amounts are shown in the accounts as		
Support costs for charitable activities	444,855	434,825
Grantmaking to achieve the objects of the charity	182,375	259,200
Total Other costs	3,489	3,262
	630,719	697,287

The basis of allocation of costs and the methods used are described in note 1 to the accounts

Plymouth VCSE (POP+) Accounts

Schedule to the Statement of Financial Activities
for the year ended 31 March 2025
Status of this schedule to the Statement of Financial Activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Prior Period Total Funds 2024 £ Restated
Incoming Resources				
<i>Incoming resources of a revenue nature - grants, donations and legacies</i>				
Income from Donations and Legacies				
Training / Workshops	-	-	-	-
Donations	55,660	381,000	436,660	600,795
Training / Workshops	9,568	2,000	11,568	7,161
Lottery Funding	-	128,772	128,772	219,289
Total Donations & Legacies Received	65,228	511,772	577,000	827,245
Activities for generating funds				
Other activities for generating funds	3,010	-	3,010	6,269
Total of Other Trading Activities	3,010	-	3,010	6,269
Investment Income				
Bank deposit interest received	711	-	711	880
Total Investment Income	711	-	711	880
Total Income	68,949	511,772	580,721	834,394
Charitable expenditure				
<i>Support costs of charitable activities</i>				
Direct support costs				
Net wages and salaries - charitable activities	(27,640)	193,271	165,631	201,021
PAYE and NI	2,580	5,111	7,691	10,959
Pension contributions charitable employees	1,263	2,183	3,446	3,994
Consultancy & Associates fees	29,776	202,468	232,244	176,889
	5,979	403,033	409,012	392,863
Indirect employee costs				
Training and welfare	-	-	-	325
Travel and subsistence	1,183	1,139	2,322	2,514
Staff Expenses	3,622	1,623	5,245	4,983
	4,805	2,762	7,567	7,822
Premises Costs				
Rent & Rates	432	-	432	2,215
Event Costs and Venue Hire	4,109	4,413	8,522	16,397
	4,541	4,413	8,954	18,612

Plymouth VCSE (POP+) Accounts

Schedule to the Statement of Financial Activities
for the year ended 31 March 2025
Status of this schedule to the Statement of Financial Activities

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Prior Period Total Funds 2024 £ Restated
General administrative expenses:				
Telephone and Internet	2,522	-	2,522	2,311
Admin (Printing/Stationery/Postage)	129	917	1,046	630
Membership & Subscriptions	3,555	2,058	5,613	2,424
IT & Software Support	4,833	790	5,623	5,663
Bad debts	-	-	-	-
Insurance	2,950	-	2,950	1,847
Advertising & Marketing	448	200	648	1,511
Bank charges	246	-	246	145
Sundry expenses	-	-	-	14
	14,683	3,965	18,648	14,545
Professional fees in support of charitable activities				
Professional fees	674	-	674	983
	674	-	674	983
Total costs	30,682	414,173	444,855	434,825
Grantmaking to achieve the objects of the charity				
Grants paid including Gift Aid payments				
Grant disbursements	-	182,375	182,375	259,200
Grant returned to funder	-	-	-	-
Total Expended on Charitable Activities	30,682	596,548	627,230	694,025
Other costs				
Independent Examiner's Fees	1,980	-	1,980	1,800
Depreciation of fixed assets	1,509	-	1,509	1,462
Total Other costs	3,489	-	3,489	3,262
A detailed breakdown of the grants paid can be found in note 11 of these financial statements				
Analysis of transfers between funds				
Transfer to/(from) unrestricted	-	-	-	66,483
Transfer to/(from) restricted to be analysed further	-	-	-	155
Transfer to/(from) designated	-	-	-	(66,638)



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Parties involved with this document

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Audit history log

Date	Action
Wed, 19th Nov 2025 14:23:24 GMT	Envelope generated by Kacey Chapman (62.232.17.186)
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Wed, 19th Nov 2025 23:58:49 GMT	Peter Davey opened the document email. (66.249.93.68)
Fri, 21st Nov 2025 11:27:07 GMT	Peter Davey opened the document email. (66.249.93.70)
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Fri, 21st Nov 2025 11:29:11 GMT	Peter Davey signed the envelope (92.238.87.148)
Fri, 21st Nov 2025 11:29:12 GMT	Sent the envelope to Phil for signing (92.238.87.148)

Fri, 21st Nov 2025 11:29:12 GMT	Document emailed to party email
Fri, 21st Nov 2025 11:49:34 GMT	Phil viewed the envelope (62.232.17.186)
Fri, 21st Nov 2025 11:58:12 GMT	Phil signed the envelope (62.232.17.186)
Fri, 21st Nov 2025 11:58:12 GMT	This envelope has been signed by all parties (62.232.17.186)

PLYMOUTH VCSE

England & Wales - Charity number 1167515

Accounts



Annual Report

Reports &
Accounts
for the annual
financial period

April 2023 –
March 2024



Quote

"POP ideas has been amazing, the support has helped us so much."

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OUR YEAR IN NUMBERS 2023 – 2024

211
members
joined



115 groups
supported



80 groups
trained



£818,600 of
successful
funding
supported



£227,867
funding
deployed - to
139 groups



96% of our clients
have reported the
POP ideas service
is 'excellent' or
'good'



ALL TIME

83% of our
membership is
under £100k
turnover



54% of our £2.6m
total spend since
2020 has been
spent on the
sector and
outside of POP.



Over £1m of
funding deployed
through
collaborative and
participative
methods



[Click here to view a map of networks.](#)

CHAIR'S REPORT

Plymouth Octopus began this year with a reflection of our ten-year anniversary at the last AGM. This gave us a real opportunity to consider the journey we'd been on, where we are now and what we want the organisations future to be.

Over ten years, the work of POP has developed, changed, extended and evolved but the core principles remain of being a means to facilitate and amplify the voices of grassroots voluntary sector organisations from Plymouth and the surrounding areas.

This year moved us into the second year of our second five-year funding cycle from Esmée Fairbairn. We were privileged to have a visit from representatives from the organisation and to have the opportunity to discuss the work that is taking place.

As you read through this report, you will be giving more information of everything that is going on with POP including projects such as Belong in Plymouth, our neighbourhood networks and our thematic networks. Funding opportunities have continued with our POP Collectives, 250 a POP and, more recently, the Suicide Prevention Fund. Some projects, such as the High Street Heritage Action Zone have finished.

We've also said some goodbyes to staff, in particular Claire Law and Deborah Penprase who have made a massive contribution to POP in their time with the organisation.

We would like to thank them sincerely for all they have done and wish them well for the future. We have also welcomed those new members of staff who have replaced them, and look forward to seeing them find their place with POP.

As a board, we'd like to thank all staff and associates for their contribution over the last 12 months.

We have also been reflecting on our own position as a trustee board. The original vision for the board was twelve representatives from the sector to ensure the sector's voice was at the heart of everything POP does. We still hold true to that idea but, the manner in which that is achieved, perhaps does not sit as well in the "normal channels of 'power' and 'control' which are at the heart of most charities and organisations. Networks have always been at the heart of everything that POP does and we are coming to see the trustee board as just one more of those networks, made up of people who believe in the organisation and what it can achieve. We're exploring different kinds of roles and more shared roles to see if we can test the balance of 'power' and achieve something more suitable and supportive to the sector as a whole.

If you think you might be able to contribute to this process, we would like to encourage you to consider becoming a trustee and joining us on this journey.

Alan Butler & Slain McGough Davey
Co-Chairs of the Trustee Board

Date:

Signature:

Dated: 5th November 2024

POP'S AIMS & OBJECTIVES

2023/24 has been an important year for reviewing the direction of POP. We learnt that we had another five years' worth of support from Esmée Fairbairn Foundation and after 10 years of developing and delivering change, we now feel we must increase our intent to face the significant challenges of the 21st century.

We started the year with our current aims and objectives.

- "POP supports and leads real, purposeful and lasting change in Plymouth."
- Our purpose is to build strong grassroots organisations, charities and social enterprises by supporting them; encouraging them to work together and to take a lead role in creating change.

We are driven by the energy, passion and skills of local people who are taking action to make our society and the environment a better place in which to live. A small team of dedicated staff, associates and trustees do this by influencing; connecting; training and creating opportunities. Our values define everything we do: we are committed to building and strengthening trust and relationships; collaborating with others and being innovative. With all our work we strive to learn - and encourage learning - through our actions.

We achieve our aims and objectives by:

- advocating and supporting the growth of active citizens and social connectivity
- nurturing a membership of grassroots groups and organisations through our core offer
- working strategically

In all areas of our work, we strive to push our three key concerns:

- Reaching and supporting grassroots activity – COVID-19 has brought home the fundamental need for a robust infrastructure to better support and enable grassroots organisations to succeed. Since the beginning of our relationship with the Esmée Fairbairn Foundation, this has always been a priority for POP. And since then, we have continued to invest in developing people's skills; in building and supporting networks; in collaboration; in providing small pots of funding to launch and fund grassroots initiatives and in engaging the change makers of the future.
- Diversity and inclusion – POP strives to be a place, and an approach, where everyone has a voice. We have observed that some people and their ideas may not be as 'loud' as others. We recognise this. We continue to try out new methods which we hope will include and empower more people, particularly those who may feel 'sidelined'. Earlier this year, for example, we experimented with a radical new method of selection. The 'Mini-systems Fund' employed a digital spinning wheel which randomly selected the winning collaborative projects.
- Participatory processes – POP is firmly convinced that we can only hope to solve complex social and environmental challenges by working together: in everything we do, we champion open; collaborative; peer-led participative processes and decision-making."



Our Learning Partner

In September we selected our Learning Partner: Dark Matter Labs working with Skyspace CIC. In January 2024 we started to create a narrative that would hold our work. Out of this work we will develop our renewed aims and objectives.

Grant-Making Policies

POP's grant-making policies align with our core value: to strengthen grassroots organisations; voluntary organisations; charities and social enterprises through collaboration. We continue to test new approaches focusing on trust and collaboration. and in creating, what we believe, is the necessary environment that allows trust and collaboration to flourish.

Our grant-making policies continue to be shaped by our beliefs and values:

- The biggest issues - environmentally and social - are complex.
- No single actor or set of actors can create the change we need.
- Networks and collaboration at a citizen and organisational level, and the behaviours required to be effective, are most likely to allow the changes to emerge.
- Traditional funding processes destroy, not foster collaboration.

We sincerely hope that the examples we have set, and the impacts we have had, when seen by other funders, might lead to a greater change in how funding is used in Plymouth and further afield.

As part of our commitment to experiment, POP is constantly investigating and questioning the methods we employ; seeking feedback from our members and our colleagues so that we continue to evolve.

Current processes can be found here:

<https://support.plymouthoctopus.org/pop-funding> .

“As part of our commitment to experiment, POP is constantly investigating and questioning the methods we employ; seeking feedback from our members and our colleagues so that we continue to evolve.”

ACHIEVEMENTS & PERFORMANCE

At the start of 2021 we carried out a comprehensive review of our work ++
From this work we set the following priorities:

- Tell and 'live' the story of collective success
- Be the champion of grassroots and community development
- Build connections and support effective networks
- Develop co-design expertise
- Support learning, skills, and capacity building
- Bring other funders alongside
- Double down on digital.

Throughout 2023 and 2024 we continued our commitment to these priorities.

Tell and 'live' the story of collective success

Working from the POP Commission ** we are contributing to the discourse within Plymouth via the Belong in Plymouth programme - www.belonginplymouth.org.uk

Part of the Esme Fairbairn grant was an allocation of £100,000 to development work aiming towards larger scale change: system transformation. Starting in February 2023, POP have investigated how we might collaborate with others to build city leadership and resourcing that is organised around networks rather than individual organisations.

In September 2023, connected to a wider discussion about community ownership, we started working closely with Nudge to combine ambitions. This has resulted in a piece of work looking at everything that is great about Stonehouse and is building on those strengths to capture what a regenerative, healthy, economically vibrant neighbourhood could look like in the future. We specifically wish to focus on three critical areas:

- property and land ownership for wealth retention;
- understanding, encouraging and supporting the necessary 'financial ecosystem' that will enable this vision

ensuring that the way in which we organise ourselves unlocks that which makes us 'human'.

Links from this page

- (++) www.plymouthoctopus.org/wp-content/uploads/2021/05/POP-2021-Summary-Learning-Report-FINAL.pdf
- (**) https://support.plymouthoctopus.org/news-blog-item/pop_take_a_part_plymouth_together_/r/rec3sgrAp49zoHzyK

Champion the grassroots and community development

This year we have started to focus on the major issues that get in the way of the grassroots being recognised: largely this is the value placed on this type of work, how power and control flows in decision making and culture differences between the grassroots sector and the statutory sector.

This also led to our choice to invite Indy Johar to speak at our 2023 AGM, to highlight the significant and shared challenges we all face and to reinforce the message that community and grassroots organisations have a vital role to play in creating the space we desire and need.

We continue to represent the voice of the grassroots at the Local Care Partnership Delivery Group and other strategic forums – but the pressure is so great in the public sector that despite a lot of good intentions, recognition is hard to consistently achieve. In addition to this, POP is a core partner on the Plymouth Health Determinant Collaboration, and this year a Researcher-in-Residence has been appointed to work with POP and reach out to the VCSE sector.

This year we launched our paid membership scheme. This has meant that our membership numbers dropped from 680+ to below 200. Over the year this has since bounced back to 350+ members. On the surface this may look negative, but what this has meant is that we can now be much more confident about the data we have on our members.

We have continued to maintain our <https://plymouth-impact.softtr.app/> webpage to better demonstrate the size and impact of the sector. This will support POP to demonstrate the size and breadth of the VCSE sector operating in Plymouth, together with patterns of funding.

Build connections and support effective networks

Our work on neighbourhood network continues to develop. Originally appointing a network coordinator, we then chose to allocate funds to neighbourhood-based organisations to lead the work.

In addition, in February 2024 we launched the Marginalised Voices network. We have started to map the networks members. See live data here:

<https://support.plymouthoctopus.org/network-map>

Develop 'co-design' expertise

Belong in Plymouth continues to provide learning on how to make decisions and create collaborative action within a distributed, non-hierarchical team. Statutory leaders have come and gone, based on the system requirements that people get pulled into other areas of work at short notice to cope with emergencies. Despite the disruption this causes, BiP has consistently been able to move forwards with its work. Numerous individuals have joined the team from diverse backgrounds; who have not been in full-time work; are new to the city; have health conditions or are retired. This has benefitted the work by ensuring that decisions are made after listening to many viewpoints. It has led to further work around creating procedures, roles and agreements that allow voices to input without stymieing action. It has also looked closely at the importance of meaningful, respectful honest relationships between stakeholders and how personal growth is necessary for the wellbeing of codesign practice. We all need to change.

The programme is now taking this learning into two areas where co design has struggled: working with young people who feel excluded from services and whom the NHS has identified as less frequently heard, and, secondly, working within a complex existing network of place-based organisations where relationships have badly deteriorated. It's hoped that the vulnerability shown by the team will create different working relationships than have previously been seen.

Belong in Plymouth has trained a variety of individuals from widely different backgrounds within the community to go out and speak to people they know about their experience of belonging and/or social isolation in Plymouth, teasing out specifically what makes it easier or harder for people to feel like they belong in the city. The community has been involved in making sense of this data, developing a map of factors that depicts the aspects of life that make it easier or harder to belong. One of the positive outcomes of this process has been empowering communities with transferable skills of holding conversations and deep listening. Some of the researchers received additional support and training so that they might deliver community researcher training themselves.

The programme has already gathered 130 community conversations, with the aim of collecting at least 200 in total.

More information can be found here: <https://belonginplymouth.org.uk/>

Statement of public benefit

Our main activities - and who we try to help - are described in this report. All our charitable activities focus on the support for grassroots organisations, voluntary organisations, charities and social enterprises in order to further our charitable purpose.

Support learning, skills and capacity building

We have redesigned our delivery this year and we are testing new support particularly around coaching and relational practice. The demand from members remains focussed on hard skills around impact reporting, fundraising and technical aspects of running an organisation. We have been gently testing skills development within the 'softer' skillset: relationships, collaboration and teamwork. Demand is not as high, but we will continue to develop an offer that starts to reach people as, we believe, this type of 'capacity building' will be vital particularly regarding the uncertainty of the future.

In addition to this POP has been honoured to be invited onto a national group looking at "many-to-many" governance.

Double down on digital

Digital remains a critical aspect to the work. We have continued to automate our systems, largely focussing on our membership system this year.

Tech skills and application have increased within the Belong in Plymouth project.

Websites have been co-created with no coding experience using Obsidian, Notion and Softr. This has led to more collaborative communication platforms, a greater degree of involvement from others in the programme and the opportunity to have a more nuanced and thoughtful reading experience than if the websites had been created using just one person's writing style. This has meant that any use of AI has included multiple real voices at the start, rather than rely on generic voices taken from across the internet.

Demonstrating our impact

This area of work has been given a much-needed boost through the Learning Partner. We continue to promote our learning here: <https://learning.plymouthoctopus.org/> but the narrative work we are currently working on will provide the necessary learning framework to structure this into a clearer picture of impact.

See finance report: <https://pop-finance.softr.app/>

Activity report: <https://pop-finance.softr.app/activity-report>

Working nationally

POP remains active at a national level, advocating for grassroots activity; the infrastructure this needs and a shift in funding practices so that we might create a culture of collaboration. We are engaging with:

- The national organisation, Dark Matter Labs about creating important shifts in the way society works;
- Other geographic areas such as Torbay; Gateshead and Barking & Dagenham all of which feeds into the national conversation about place-based change;
- A national learning network focussed on 'Many-to-many Governance';
- 'Losing Control', a network focussed on shifting funding practices
<https://www.losingcontrol.org/>;
- 'Human Learning Systems' which focusses on transformation to public service delivery;
- And 'A Better Way' network, again a network focussed on doing things in ways that are 'more human'.

LEARNING AND EVALUATION

REFLECTIONS ON APRIL 2023 – MARCH 2024 – WHAT HAVE WE LEARNT?

POP builds learning and reflection into all our work. Most important to this is the culture of collaboration and the way in which we work together. The reflective practice, openness and honesty we encourage throughout our work allows all voices and opinions to be shared and explored, which in turn, enables our work to evolve. This learning culture works effectively with the feedback we seek from partners and members and other data and information sources to create an adaptable and responsive organisation.

Collaboration

Collaboration is a non-negotiable part of achieving sustainable social change in Plymouth. Examples of successful collaborations that POP is currently involved with include:

- Unify Plymouth
- Belong in Plymouth
- The continued evolution of POP Collectives
- The 'Landscape of Collaboration' Workshop.

POP has developed a workshop called 'A Landscape of Collaboration', which has been delivered twice in 2023-24 in Plymouth. This workshop explores some of the key learning POP has gathered from delivering three years of the Collectives Fund. It also includes insights gathered from a SPINDL project, commissioned by the Blagrove Trust, which investigated key themes around collaborative working.

'Landscape' starts with the premise that every collaboration is a bespoke entity that will operate by its own rules, according to its shared values. The conversations and exercises encourage participants to focus on the start-up stages of collective work. It believes that finding answers to frank, transactional questions such as 'what does every participant bring to the collaboration?' and 'what does every participant expect to get out of collaborating?' is essential to long-term project health. POP has worked to bring this learning back into the Collectives process to support applicants as they develop projects.

Learning Partner

As part of the new funding offer made by Esmée Fairbairn, POP has £30,000 to invest each year working with a Learning Partner. In September 2023, we appointed a collaboration between Dark Matter Labs and Skyspace to be POP's learning partner. Since this appointment, we have collaborated to develop 'the narrative of POP'. This body of work reflects on the breadth of POP's work placing it in the context of Plymouth's history; the tangle of 'meta-crises' faced by our society; POP's distinctive worldview and our ambitions for the city's future.

Parallel to this narrative, work has begun on developing a POP learning framework. This framework will enable POP to strengthen and streamline its learning processes in the next five years.

Strengthening skills and capacity

Following a period of reflection and discussion, the POP ideas team developed the 2023-24 training offer (workshops and webinars available at <https://www.plymouthoctopus.org/training>) around three themes:

- **Digital Skills** - Enabling groups and organisations to reach out, to be seen, and to connect using technology. It covers: website creation; event booking systems; social media scheduling; marketing tools; and AI technology.
- **People and Leadership** - Providing groups and organisations with the learning resources, skills and support to have the greatest chance of thriving. It covers: finding and keeping trustees; reflective practice; supervision frameworks and leadership support.
- **Improving Your Chances of Getting Funding** - Equipping groups and organisations with the skills and knowledge in all areas relating to income generation and social impact. The workshop covers: writing good grant funding bids; winning contracts & commissions; community engagement; proving your impact and diversifying your income so that you're not dependant on grant funding.

POP ideas is constantly seeking to improve its training provision and the way in which we deliver it. We know that many of our members have limited resources - particularly regarding their time - so we are always looking for ways to accommodate their needs and provide useful content that is both convenient and of value to them.

Responding to this, we continued with our approach of delivering fewer 'lengthy' training workshops and, instead, each month delivered an online workshop, of between one and two hours, on a variety of topics including, various digital tools, social media marketing and website building. The uptake and feedback on these shorter skills workshops continue to be positive.

Everything that we do is subject to evaluation and feedback. We are constantly reflecting and looking for ways in which we might improve our provision. We know that it is important to our members, and we want to keep it this way.

Funding

2023-24 was when POP Funding met the limits of current capacity in finances and administrative resources. Both the Collectives Fund and 250 a POP received more applications than our long-term budget could sustain. POP has since closed the Ideas Into Action fund.

This year, we learned the importance of adapting our processes to ensure we can operate sustainably at full capacity. For the previous three years, POP has been in the privileged position of having the necessary resources to fund any organisation seeking our support. In the original iteration of POP Collectives, more than 90% of projects that submitted an application, made it through our process and received funding. Similarly, 250 a POP was designed to be a fund that says 'yes'.

We have sought to make changes that maintain the ethos of previous POP funding. We continue to experiment with building open, transparent, and collaborative systems with minimal competition. The biggest change to POP Collectives has been the introduction of a time-bound decision-making and administration process. Previous iterations of the Collectives Fund were not time-bound to encourage organic collaborative working. Collaborations could approach POP when they were ready and take the process at their pace. While this approach was beneficial for flexibility, an increase in the number of applications meant it became increasingly difficult for us to manage.

The Collectives Fund now awards 15 grants a year across 5 separate decision-making processes. There have been some clear benefits to this, for instance, we are noticing collective members are more engaged in the process and we have evidence that advice and support provided by the POP team improves the clarity of intention and detail of Collectives' applications. Furthermore, we see that having a two-week window to vote for the Collectives increases engagement from POP members in the process and we have also been able to increase the efficiency of administering the grants after voting has been completed.

There are some predictable downsides to the changes POP has made to the Collectives fund. POP has seen a few examples where collaborations have demonstrated unnecessarily competitive behaviour. We have seen our success rate for those Collectives applying for money drop to 60%. Furthermore, completing a POP Collectives process in eight weeks is challenging for the team even though we are committed to reducing the administrative burdens our members face when applying. All of which can present logistical challenges in ensuring that the Collectives processes are transparent and efficient.

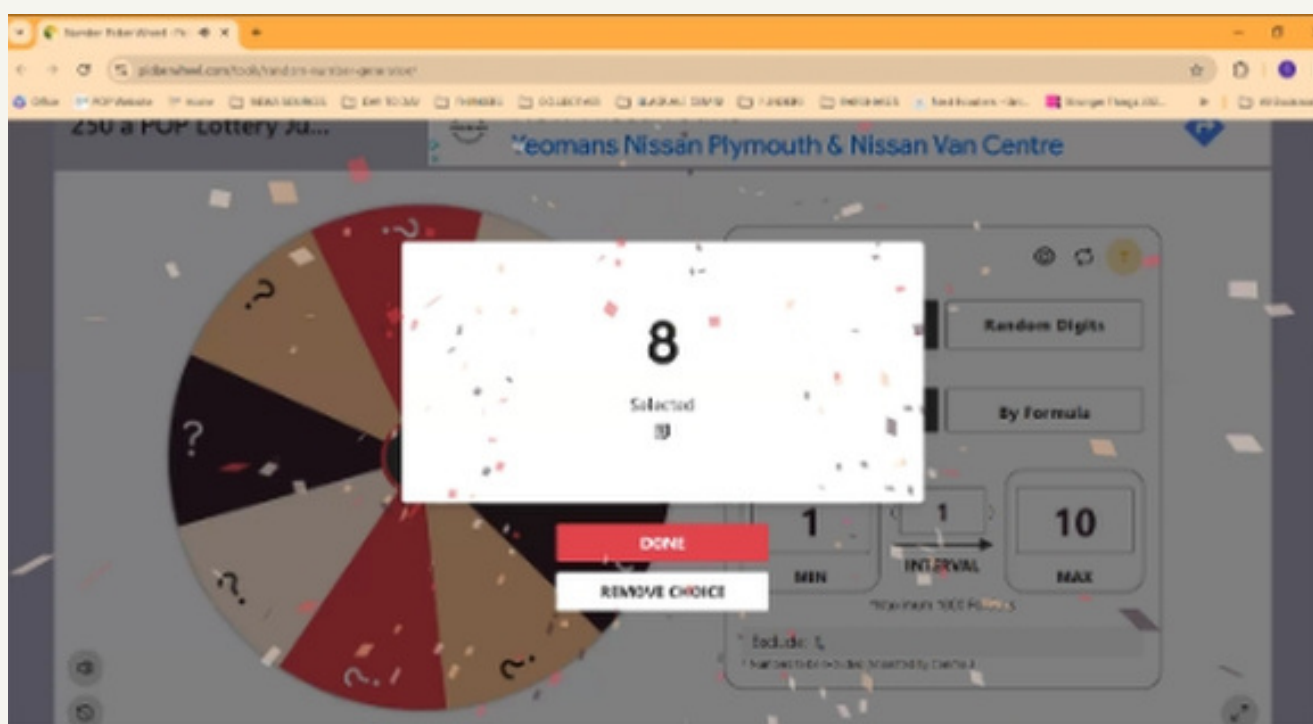
The redesign of the 250 a POP fund presented unique challenges. The original brief for the fund was to have no decision-making process but we knew we had to introduce a decision-making process to stay within budget. Our data suggested that however tightly we restricted access to the fund, it would remain oversubscribed.

Funding

We have therefore developed a 'lottery meeting' approach as the fairest and most objective process available. On the last Wednesday of each month, 250 a POP applicants meet via zoom. Applicants tell each other about their potential projects and how they intend to spend the money should they be successful. Four organisations are allocated grants based on the outcome of a computerised spinning wheel.

POP chose to close the Ideas Into Action (formerly Street to Scale) fund. The fund aimed to deliver high-trust, high-responsibility grants to groups of individuals, often young people, to spend through a pre-paid bank card. As with Collectives, the intention of the fund was to remove administrative barriers that often prevent individuals from acting in their community. However, the level of administrative attention that the fund required in order to work well was greater than the time capacity that the POP team possessed.

One of the models that has inspired the changes to POP's funding structures is Dr Kate Raworth's description of system change in the book Doughnut Economics. Raworth explains how sustainable system change requires balance. After three years of amplifying and reinforcing growth in POP funding, this year we learnt to introduce necessary balance to ensure that growth is sustainable. That meant we were still able to fund a Coronation Carnival in Ernesettle; multi-cultural kite flying on the Hoe and trans and youth areas at Pride. And we supported the Street Pastors and the Stonehouse Witches. We helped teenagers in Keyham make Christmas parcels for their community and Eritrean refugees to teach their children Tigrinya. The structures are now in place to continue championing this kind of community work into the future.



Computerised spinning wheel used in 250 a POP lottery.

NURTURING OUR MEMBERS

POP ideas – POP's capacity building service

POP ideas is a service that provides advice for small; large; new or established voluntary, community and social enterprise organisations in Plymouth. It is a partnership service delivered by POP and Iridescent Ideas CIC. <http://www.plymouthoctopus.org/>

We are proud to have maintained excellent quality of provision this year with 96% of survey respondents saying that the service is 'excellent' or 'good'.

This year, POP ideas revised its services so that we might deliver even greater impact and, in doing so, cemented its role as a vital support system for Plymouth's voluntary and community sector. The POP ideas team is extremely proud to report that we have secured more than £800,000 in grant funding for the city, empowering local organisations to pursue their missions. This impressive sum demonstrates our ability to connect groups with vital resources.

We also saw a surge in POP memberships. This growth reflects the value placed on our workshops and support services by local groups and organisations.

Looking ahead, we're excited about our partnership with the SEAS project. This collaboration expands our reach and allows us to offer even more comprehensive support.

Furthermore, we've broadened our training options by partnering with new organisations and welcoming specialists to member events, such as, how 'Crowdfunding' might be an appropriate option for some members to boost their income. These additions empower groups to develop critical skills and navigate the ever-evolving landscape.

The continued support from Esmée Fairbairn Foundation signifies its faith in POP ideas' ability to create a thriving social sector in Plymouth. We remain dedicated to empowering local groups and fostering a more vibrant, inclusive city. We continue to evolve our delivery methods to provide useful content in new ways that fit people's time and other commitments.



NeuDICE
DOING BUSINESS DIFFERENTLY

POP ideas case study

Stu Watson from NeuDICE CIC

"POP ideas and the support available are absolutely crucial for organisations like ours."

[Click here to watch the NeuDICE Case Study.](#)

POP ideas impact 2023-2024

- This year we have supported **115** organisations with 1:1 advice. This includes community groups, voluntary sector organisations, social enterprises, charities and community businesses
- We have helped realise **£818,600** in grant funding (from other grant makers) from 25 successful funding applications supported by our team
- **96%** of our clients have reported the POP ideas service is 'excellent' or 'good'
- **80** community groups and organisations have attended 18 training sessions on topics such as, legal structures, funding, financial management, social impact, volunteering, marketing and digital skills.

Outcomes & feedback 2023-2024

- **94%** felt better informed about relevant developments
- **80%** felt more confident applying for funding
- **77%** said their skills had improved
- **67%** felt better at proving the difference and impact they made
- **77%** had stronger foundations in place for their work (e.g., a constitution or legal structure in place)
- **78%** said they had improved connections with organisations in the city

Positive comments

Our survey produced many positive feedback comments from members:

- "The online workshops have been a great help to our small charity."
- "The depth of knowledge is staggering really."
- "Very knowledgeable people who make it easy to follow and understand often complex issues."
- "Brilliant advice, always get back to you quickly."
- "A wonderful resource and source of support."
- "Through the networking events and the fundraising advice we have received, our connections and experience have been greatly improved."

Cumulative impact since 2014

- **£9.8 million** raised from 309 successful funding applications supported by POP ideas
- We have delivered one-to-one advice to **673** voluntary, community and social enterprise organisations in the city
- More than **650** Plymouth-based community groups and organisations have attended **206** training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding



POP ideas case study

Julie Widdecombe from Chronic Pain Coaching CIC

"In less than a year, I've made an awful lot of progress, and a lot of that has been with POP ideas' help."

[Click here to watch the Chronic Pain Coaching Case Study.](#)

Future Plans

The POP ideas team will continue to improve its service to meet the ever-evolving needs of Plymouth's social sector:

Firstly, we'll refine our training programs based on feedback, ensuring they perfectly align with current challenges and opportunities faced by local organisations.

Secondly, we're delving into the potential positive impact of Artificial Intelligence (AI) on the charity sector. This exploration will uncover how AI can be harnessed to empower local groups.

Finally, we'll build on successful partnerships, like SEAS, to bolster the support network available to our clients.

As we approach our 10th year, we'll celebrate past achievements while setting our sights on an even brighter future for Plymouth's social sector.

POP ideas & Belong in Plymouth

POP ideas has continued to deliver capacity building within the Belong in Plymouth programme. This year, we co-designed and commissioned four skills workshops, these were:

Building Bridges & Pathways Part 1 (27/04/23) and Part 2 (15/05/23)

Building Bridges and Pathways was a focus group delivery of two sessions designed in response to Belong in Plymouth's key drivers: *What makes good collaboration? What makes good collective impact? What makes good network building?* Sessions were delivered as stand-alone and covered three themes each time.

Session One - 27th April:

- Inclusive Communication - how to speak to everyone.
- Active Listening - how it leads to better outcomes.
- Emotional Intelligence - how to build it into your workforce.

Session Two - 15th May:

- Equity, Diversity and Inclusion - how to welcome everyone
- Building Trust - how it leads to better outcomes
- Embracing Conflict - how to disagree and still get on

Each theme was presented through a facilitated exercise cycle of PRACTICE - REFLECT - SHARE - LEARN - PRACTICE.

Trauma Informed Practice Training (05/06/23)

This was a three hour in-person workshop delivered by the Plymouth Trauma Informed Network. It was commissioned for the BIP Community Researchers who were gathering community conversations for the programme.

Collaboration Vs Competition Workshop (27/11/23)

The purpose of this workshop was to encourage and equip more groups and organisations in the city to collaborate with each other. The workshop explored how to start looking at their 'competition' in a different light, and how collaboration can be mutually beneficial for all whether they were a large or small organisation. Attendee feedback included an increased understanding of who their competitors were and a commitment to talk to them; awareness raised of the pros and cons of collaboration; and the use of tools and language within the workshop to help broach collaborative work was positively received.

Quarter 4 involved a series of review meetings of what had been delivered to date, and co-design conversations on how we would like to take forward the capacity building around skills for collaboration. The outcome of this was producing eight draft workshop outlines with the commissioned trainers to take into the next financial year for delivery.

NETWORK SUPPORT & DEVELOPMENT

POP has increased its involvement in networks across the city:

There are some in which we participate alongside other members, and other networks in which POP has taken a more instrumental role, establishing specific networks to fulfil local needs. Although there are several networks that we facilitate, it is our aim that all networks should be able to sustain themselves in the future.

- **The Children and Young People Network:** POP is the coordinator of this network of approximately 200 individuals and organisations. This year, participants have been working with the Plymouth City Council's Children's Safeguarding Board to increase engagement and consultation in the work of the board and with the Citizens Advice helping it to expand its reach in the community. The network meets in person every three months.
- **The Community Heritage Network** has returned to face-to-face meetings. The network is led by Dr Alan Butler. The network has been active in: LBGT+ history month; the Community Archives & Heritage Group and the High Street Heritage Action Zone initiative.
- **The Plymouth Community Group Support Network:** this is a Facebook group facilitated by POP. It has more than 530 members. Its members are people who work/volunteer in groups across the city. POP uses this Facebook group to communicate and disseminate information to other community organisations active across the city. It averages two posts per day. It is a closed group and a useful method of communication for us. In the period between July 2023 and April 2024, we had 310 active members.
- **The Growing with Nature network** is a collaboration between the PCC Green Minds programme; Food Plymouth and POP. It consists of more than 40 groups and holds four events a year in locations such as Central Park; Poole Farm and Keyham Green Places.
- **The Creative Network** is a recent collaboration with Wonderzoo, Plymouth Culture and POP, for creatives/artists across the city. It is a place for creatives to meet people of many different practices, inviting new and interesting collaborations.
- **The Mapping Network:** (This group of people collect information about what is taking place in their area of expertise be that geographical or 'themed') The participants of the Mapping Network are now meeting regularly as part of the wider Network Facilitators Forum Network providing information and support for those people who are running and/or developing the different networks. Each meeting has a theme and often there is an 'expert' on hand to help to discuss a particular topic, such as, network mapping; defining the network purpose and using digital tools. This network now has 34 participants working across the many different neighbourhood and thematic areas.

POP has provided support to the Network Facilitators Forum with:

- POP ideas training & workshops
- POP Bites themed networking events

Other networks in which POP is involved:

- Environment Plymouth (and Plastic Free Plymouth)
- The Plymouth Fundraisers' Network
- The Refugee and Asylum Seekers' Network
- The Plymouth Social Enterprise Network
- Food Plymouth
- Trauma Informed Network
- Plymouth Food Aid Network
- Anti-Racism Allyship Network
- Plymouth Mental Health Collective
- Volunteer Coordinators network

Individual (Geographical) Neighbourhood Networks, particularly:

The Ernesettle Community Network

Although a well-established neighbourhood network, those involved carried out a network review earlier this year supported by POP to identify what it is they would like to achieve and how it might work. There are nineteen distinct groups; councillors and residents currently involved in the network.

The Efford Community Network

Consists of more than thirty member organisations and individuals. They have been working with the council on the development of the youth and community centre into a Family Hub. Fund raising for local events for families and older people.

The Mutley & Greenbank Neighbourhood Network

This recent network consists of 20 groups in the area and is based around the Mutley Greenbank Trust and Improving Lives.

The Plympton Network is being led by the Barnados-employed community worker based at the Rees Centre Wellbeing Hub. POP is there to support and provide advice when necessary. It has members, from local community groups; schools; civic association; councillors; police; faith and sports groups

POP is also involved with the following neighbourhood networks: Devonport; Hooe; St Budeaux; Keyham & PL2; Stoke; Whitleigh and Mannamead.

Other emerging neighbourhood networks: Honicknowle, Plymstock, and Southway.

EVENTS

POP aims to provide a mixture of online and in-person events to offer our services to new groups as well as engaging and educating our members.

The key is for people to come together and share experiences and ideas, usually over tea and biscuits. In October 2023, POP celebrated its 10th anniversary, and we held a week of events during 6th – 10th November to celebrate this, including our AGM and ending in a party for our members and partners.

POP AGM 2023 & 'THE COMMUNITY OF 'US' EVENT

A highlight of our year was the AGM event held at the venue of one of our members (Plymouth Methodist Central Hall). Matt took us through highlights from the past and plans for the next five years. We had an amazing guest speaker, Indy Johar co-founder of oo (projectoo.cc) and Dark Matter Labs. Indy outlined some of the huge challenges we face globally and locally to meet the climate emergency; talked about the economic and material realities and what we need to do to face this and challenge us to think about how Plymouth can be a place where this transition can become reality. We followed the AGM with a delicious lunch from vegan local independent caterer, Hedgerow Hound and members had the chance to meet new people and catch up with old friends.

Throughout the week, we provided venues for members to showcase their projects and organisations including a revisit to our old 'POP Thursday' event where we reconnected with people who have been part of POP's journey and had stimulating conversations about where POP has been and what's been important. This also kickstarted a POP history archive. POP also held an exhibition at Leadworks to showcase the POP commission project.

POP BITES

We hold bi-monthly speaker events for our members which are in-person and around a theme. Events generally have two speakers who are members or experts in the topic who present for 20 minutes; we have time for Q&A then there is time for people to network and share ideas.

Our June event was a Climate Fresk workshop held at the Athenaeum where Matilde Zadig introduced us to the work of Climate Clarity <https://climateclarity.co.uk/climate-fresk/> and gave our member organisations the opportunity to understand the social issues of climate change and take away some clear ideas about how they can make a difference.

September's theme was Anti-racism and structural injustice, and we had two great speakers to open up the conversation:

Jabo Butera, Managing Director at DBI outlined the intricate issue of systemic racism and the critical role of inclusive leadership in combating racism and social injustice in our city. Chi Bennett of WonderZoo told us about the work WonderZoo has done over the years on breaking down barriers and bringing people together to change lives and described two of Wonderzoo's current projects - Celebrate Respect and Hidden Figures.

January 2024 the theme was Volunteering, here's our blog:

<https://www.plymouthoctopus.org/pop-bites-members-event-on-volunteering/>

March 2024 focussed on Cyber Security:

<https://www.plymouthoctopus.org/basic-cyber-security-for-charities-and-the-vcse-sector/>

POP CONNECTIONS

POP also held bi-monthly, online (via Zoom) and slightly more informal networking events for our members. We have a discussion around topic and invite one or two of our member organisations to tell us about their projects. We also break up into different 'rooms' to encourage networking between the different participants. Topics have included:

- "Getting Outdoors" – we heard about what local groups & organisations are doing to encourage their members to get outdoors and enjoy being in and around nature.
- Cost-of-living crisis.
- Tips for new members about getting the most out of POP membership.

Useful POP links we share:

- <https://support.plymouthoctopus.org/> Member info and support: Training/Funding/Events/Networks
- <https://www.plymouthoctopus.org/> News, Jobs, About us
- info@plymouthoctopus.org
- <https://support.plymouthoctopus.org/pop-collectives> Vote for other members to get Collectives funding!
- https://www.instagram.com/pop_community_guru/ POP Community Guru Instagram link - Share your groups activities with us!

POP OUTREACH

After several popular events last year, we continued taking the POP team out and about around the city on Outreach Days. These allow new and existing members to come and meet us with or without an appointment. People can meet the team, learn about POP and hear about the different ways in which we may be able to support individuals and/or organisations.



Quote

“POP provides excellent support to the sector, it is so encouraging and motivating.”

FUNDING

In 2023-24, both POP Collectives and 250 a POP were redesigned, while the Ideas Into Action fund was closed.

Organisations and collaborations funded in 2022-23 through the Mini Systems and Cost of Living Fund delivered their projects and collaborated with POP to reflect and learn from their efforts.

One of the main reasons POP is now a 'grant provider' is because we want more of Plymouth's grassroots organisation to be able to access funding. Since we began funding projects, we have observed an increase in the number of 'micro' sized projects receiving funding via Collectives and 250 a POP.

Detailed information about the funding transactions that POP made between April 2023 and March 2024 can be found at [Plymouth Octopus \(POP\) - Open Collective](#)

Detailed information about how 250 a POP was used by our members can be found at [Plymouth Octopus \(POP\) - Expenses - Open Collective](#)

Detailed information about POP Collectives specifications and what projects have been funded can be found at bit.ly/POP_Collectives

POP COLLECTIVES

POP Collectives paid £130,000 to twenty-six collaborations in 2023-24. The successful collectives consisted of seventy distinct organisations of which 36% were 'micro' sized (turnover below £10,000 per annum) and almost 50% were 'small' (turnover between £10,000 and £100,000 per annum).

The twenty-six successful collectives consisted of seventy distinct organisations of which 36% were 'micro-sized' (a turnover of less than £10,000) and almost 50% were 'small' (a turnover of between £10,000 and £100,000).

Collectives administer their own grants. It might be that not every organisation involved will receive financial benefit. To ensure that Collectives funding was spread as widely as possible, we began to specify that organisations belonging to a successful collective must wait twelve months before applying again. While we transitioned from the old to the new system, there were still 10 organisations involved in more than one collective application in 2023-24.

The Collectives Fund continues to deliver social and environmental benefits across the city. One example of this was the Storyteller Festival Collective, led by WonderZoo. The festival provided the chance to enjoy a range of creative workshops and cultural events for free, to create fun, happiness, connection and growth in people's lives. It took place in five venues around Stonehouse and involved thirteen organisations. Not everything went as planned as some events were cancelled due to ill health or poor ticket sales. However, the events that ran were well received by audiences and there were several positive ripple effects.

As the Storyteller festival has developed through being able to access POP Collectives repeatedly, WonderZoo have created a collaborative model for running a festival: WonderZoo acts as a platform organisation, doing much of the central administration of the festival; it selects event organisers to work with and gave them artistic freedom and a budget to run their events as they saw fit. This enabled artists to be paid for their work and spread responsibility for the festival's success. A similar model was employed by the Plymouth Poetry Festival, another collaboration funded through POP Collectives in 2023-24. As a result of these collaborations, Wonderzoo now has close working relationships with four event organisers all of which will help to strengthen future collaborative projects.

250 A POP

250 a POP paid 126 grants to 115 different POP members in 2023-24 worth approximately £31,500. That represents an increase of approximately £9,000 on the previous financial year. Of the 115 organisations who received funding, 61% were micro sized and 37% were small. Eleven organisations received two rounds of funding. (Organisations must now wait 12 months before reapplying.)

The 250 a POP fund is distributed to members for all manner of reasons: For example, YGrowers purchased compost and soil to make raised beds; The Primrose Foundation used funds to create donation stations where people can donate mastectomy bras for breast cancer patients; Soul Singers paid for venue hire; Tamar View Community Centre hosted a community sports day and used the 250 a POP to pay for inflatable and medals for the children.

IDEAS INTO ACTION (Formerly Street-To-Scale)

Before the Ideas into Action fund closed in 2023-24 it awarded five grants of £1,000 each to groups of individuals to start their projects which included:

- Tigrinya lessons for children from Eritrean backgrounds,
- A boat trip for young people
- Football sessions for children in North Plymouth.

MINI SYSTEMS

The innovative Mini Systems Funding Process took place between 2022 and 2023. A joint venture between POP and Plymouth City Council, it was available to projects across the city who were willing to work together around the theme of "community wellbeing and suicide prevention".

Using a computerised lottery system to select recipients, one project received £40,000 and four others £5,000 each. Four of the five pilot projects continued the work started with Mini Systems through other funding sources. Tales to Live By, the recipient of £40,000, received additional funding from the National Lottery. Two projects successfully applied to the Collectives fund and a third found funding from another source.

The collaboration between Plymouth City Council and POP has continued and another round of funding for projects intended to tackle suicide prevention has been planned for 2024-25.

COST OF LIVING FUND

Fifteen projects were funded in March 2023 to tackle issues relating to the Cost-of-Living increases. Social benefits to the city included subsidised youth camps; support for families completing disability benefits applications; advice for people to reduce their heating costs and the ability for a CIC to stay open longer to offer community craft opportunities. The funding typically paid for between three and six months of activities/support.

RUNNING A NIMBLE ORGANISATION WITH STRATEGIC IMPACT

Reflective Practice - the Evolving Story

Reflective practice has been developed with the POP team ethos very much in mind i.e., working horizontally so that the process is inclusive. The team is encouraged to shape the reflective practice itself, mirroring the ever-evolving practices and nature of POP. The framework includes the solidity and boundary of a regular scheduled time, currently in the shape of quarterly reviews. Outside of that solid and grounded framework, a fluid and adaptive process has emerged. The review sessions are in-person, and three hours long. Within this reporting period, four reviews have taken place.

Reflective Practice in Action

Review invitations are extended beyond the core staff team to POP associates and trustees. The agenda contains the regular features of beginning with a short meditation, and a group download of what has happened, and key decisions made.

The POP team has covered the following topics for reflection:

June 2023: Plans for the future; Network building; Capacity building; Advocating for citizen led action; Working systematically: grassroots up and system down; Grant making.

September 2023: Grassroots Networks

December 2023: All things Data (presentation and run through of Softr and other software platforms). Reflecting on new POP Roles: Core Lead/Admin/Social Media.

March 2024: Internal Equality, Diversity and Inclusion.

We tried something a little different for our March review... Walking on Dartmoor followed by discussion/reflection over coffee at a Dartmoor venue. This was an experiment to see if the spaciousness offered by nature was reflected in the clarity and creativity of the team input. It also offered a social element - a chance for the team, associates and trustees to spend some relaxed time together.

Our intention in holding these reviews is, in part, to capture our work and processes, and foster further cohesion within the team. We hope by doing so, we carry this way of working quite naturally in our collaborations with our VCS colleagues and our strategic partners. It also feels pertinent to note here that reflective practice within our team is commonplace, not confined to quarterly reviews.

Equality, Diversity and Inclusion (EDI)

POP's approach to EDI can be summarised on two levels:

- Our culture and ways of working. True inclusion is completely reliant on how difference is seen. If difference is seen as 'troublesome', if disagreement is seen as insubordination, if diversity is seen as threatening then anyone coming from a different background to the majority will struggle to be heard. And the advantage that diversity can bring will go untapped. POP therefore works hard to create a culture in which everyone can feel seen, heard and that they belong.
- Practical action. Our practices and processes surrounding recruitment, event management, advice and support need to reach out to different groups within our communities.

In addition to this we look beyond our organisational boundary into the surrounding system and by doing so, we have identified the need for the Marginalised Voices network to take a role to help this work cascade across the city.

SPINDL – trading arm with Torbay Community Development Trust

Towards the end of 2021 we started exploring the potential of a partnership with Torbay Community Development Trust which would aim to offer training, support, advice, coaching and mentoring and 2022-23 has been its first year of trading.



“We designed an engagement methodology based on the conversation collected by Community Researchers on their experiences of belonging in Plymouth.”

WORKING STRATEGICALLY

Belong in Plymouth - Healthy Communities Together

Belong in Plymouth has done significantly more in 2023-24 than it had previously. BiP appeared in a video commissioned by the Kings Fund to demonstrate the "I, We, Us" framework of collaborative action and to be part of a Future Learn Course on partnering for 'Change in Health and Care'. The team of young people we were working with became stars of the screen with their clear communication about needing to be part of the decision-making process. We organised a giant networking party to kickstart better relationships across sectors and 100% of those who gave feedback stated they had begun a working relationship with someone new that was likely to continue.

We interviewed for three new associates to support the work in Barne Barton with Community Researchers and to support the operations of the Core Team. This has resulted in great learning shared by the whole team on how to facilitate meetings to ensure all voices are meaningfully heard and to create good shareable practice for collaborative work.

We designed an engagement methodology based on the conversation collected by Community Researchers on their experiences of belonging in Plymouth, creating opportunities for collaborative work between active citizens and organisations and bringing the conversations into a format that put citizen voice at the heart of learning. We tested this approach in six different settings with different stakeholders and received very positive feedback that the voice of citizens, often with little voice or ability to express themselves, was heard and heard well.

We have continued to network across the city building relationships and bringing ourselves as participants to support other collaborative work led by health and statutory partners – the PMHC, ABCD learning programmes led by PCC, Compassionate working with weight management led by Public Health, 100 Day Challenge, Food SequAL Project, SALT, Thrive, Healthwatch, FUSE, Livewell, Chamber of Commerce, Transitions Matrix for young people, Mobile Research Unit, Volunteering, Ageing Well and Digital Inclusion working parties. This has been part of distributed networking for a wider city movement to champion working in participatory ways.

We created a new training programme, 'Train the Trainer', creating a pathway for two people who were not in work, and trained thirteen new Community Researchers. This process helped bring a better structure to our participatory research, ensuring quality control, proper safeguarding and consent and ease of learning new things.

Diverse community members were encouraged to go on the training which has resulted in more than 150 new conversations being recorded. We also trained Youth Leaders to adapt and deliver this training to seventeen young people who have recorded further conversations with their peers. This has resulted in the development of further work to ensure Young People have a meaningful voice at the table of decision making in the city, through film and facilitated workshops. We have supported all our researchers with regular updates, meet ups, advice and feedback and several of them have transitioned into key team members.

We have begun co-design work with two specific groups who would historically have felt unheard, or too difficult to engage to see what actions can happen taken this relationally focussed approach.

We have designed and delivered four capacity building workshops to 32 attendees.

We have undertaken extensive learning from other organisations outside the city on what steps, procedures, roles, agreements and contracts are needed to work in this distributed way enabling us to be accountable to each other, steward the budget fairly, make decisions based on consensus and consent and are documenting our processes for others to follow. This is feeding into other systemic change projects with which POP is involved.

We have 248 members on our online forum and a regular newsletter sent to more than 400 individuals.

Plymouth continues to be one of five projects nationwide exploring how to best tackle complex health inequalities, funded by The National Lottery Community Fund and The Kings Fund: <https://www.kingsfund.org.uk/projects/healthy-communities-together>.

We have been part of health initiatives seeking to follow a person-centred, co-design process including working with the Older Citizens partnership; Mayflower PCN; The Frailty Team; Plymouth Mental Health Collaboration; Action Learning Sets on Public Health Management; Quarterly meetings with Healthwatch Plymouth and as part of Public Health's work in specific neighbourhoods. We have been advocating and demonstrating how the voices of lived experience are a crucial and often missing part of these meetings and have run pilot meetings of our own in which have participated representatives from Health; Statutory Services and; VCSE organisations along with citizens with lived experience of health inequalities.

In addition to health collaborations, we have been reporting to the LCP, meeting with the HDRC and generally building cross sector relationships to amplify the call for the person to be at the centre of any work done to support their needs.

Our online networking site is transparent and accessible and has grown from 98 to more than 200 members since June 2022.

We have trained more than 60 community researchers and collected more than 80 stories from local people on how they feel like they 'belong' in Plymouth, based on their own lived experience. These stories have been split into fragments from which factors are being drawn out to make this qualitative data more easily accessible by commissioning services.

High Street Heritage Action Zone

The High Street Heritage Action Zone (HSHAZ) was a nationwide initiative aimed at revitalising historic high streets across England. Plymouth has been one of the sixty historic high streets that have been unlocking their potential over the past four years. The program has celebrated and engaged people in its unique post-war city-centre, with its rich architectural style and modern buildings.

To do this, the HSAZ Community Engagement plan (CEP), was delivered in partnership between POP and The Box, and has celebrated and engaged people in its unique post-war city centre, with its rich architectural style and modern buildings.

The aims of the CEP were:

- Develop an authentic partnership between The Box and POP's Heritage Network to support people who are passionate about heritage and help them develop and build their skills.
- Help develop more resilient networks and community groups to create a forum for consultation for the programme.
- Engage people and communities with protected characteristics, areas of low engagement and deprivation in the consultation.

This year was the last year of a four-year programme and in partnership POP and the Box delivered the following over the four years:

- 14 heritage talks online, engaging with nearly 500 people.
- 5 in-person heritage talks with 86 people.
- 12 heritage walks with more than 157 people.
- POP Heritage network meetings in person and online – 744 people engaged.
- 4 different training sessions with 47 people.
- 7 public facing events engaging with more than 4620 people.
- 3 heritage consultation events involving more than 80 people.
- 2 fully mapped walks and 10 architectural points developed onto an online walk app.
- Produced a six-minute animation of Plymouth history, viewed more than 100,000 times
- Delivered public art to an audience of 150,000 people
- Supported 15 community projects funded by High Street Sparks, investing £50,000
- HSHAZ Vimeo page had 2671 views by 1,559 unique viewers.

Our goal was always to deliver a reactive programme beyond traditional community engagement models, through an innovative partnership approach, that involved and informed citizens of the heritage under their feet. This we believe has been achieved. The future for the Plymouth Heritage landscape within the city centre and beyond has a secure future bolstered by the work over the past four years. Relationships, partnerships, and people have grown in confidence and skills. In addition, we have produced many valuable resources that will live on through the generations.

OTHER NOTABLE WORK

Attendance at key meetings

POP continues to represent the grassroots sector and wider VCSE sector at the Inclusive Growth Group and the Local Care Partnership Delivery Board. This year Imogen, our Capacity Building Manager, was a judge on the West Country Women Awards as part of a panel drawn from the Inclusive Growth Group and the Get Involved Awards run by Plymouth University.

Plymouth Partners & Funders Forum

POP has continued to host this forum which brings funding providers together in partnership every quarter to share strategic and creative dialogue.

Public Relations

Our associate, Caroline Blackler, continues to write a steady stream of content for the monthly POP page featuring, for example, POP's own work; the service we provide to our members along with our relationship with our members; the wonderful efforts of our members and the many ways in which we are all making a difference across the city. The content is also included in the monthly mailings; on our social media channels and, where it has been possible, on community noticeboards.

Caroline has promoted the different funds which POP is involved with or delivering: The Collectives Fund; 250 a POP and Ideas Into Action providing information and contact details encouraging people to apply. We have reported on achieving ten years of POP; the Esmee Foundation's ongoing commitment to our work and last year's successful AGM. Through our communication channels we have profiled the work of many POP members including, for example, Plymouth Central Methodist Hall's Christmas Angels Project; Bikespace's Trail Therapy initiative; Vacancy Atlas taking over a shop in the town centre; Ocean Publishing Library opening in the Royal William Yard; Plymouth City Council's Climate Connections initiative and many other wonderful stories.

POP continues to send a weekly Monday newsletter to its members. The newsletter contains a wealth of news and information, not just from POP, but also that of our members, partners and funders. What's more it is a portal through which anyone can send in material about their own projects and news which can be shared with all our contacts.

Social Media

POP continues to have a strong presence on social media for both the Plymouth Octopus and POP ideas branded accounts. Millie Lepic also started the POP Community Guru pages on Facebook & Instagram to help establish collaborative community connections, which was then maintained by Madina Ibrahim.

Our Reach

Over 8,000
followers to
date across
all platforms:

2,622

Plymouth Octopus Twitter

1,707

POP ideas Twitter

2,100

Plymouth Octopus Facebook

1,200

POP ideas Facebook

646

Community Guru Instagram

FINANCIAL REVIEW

This Section is a Financial Overview

Breakdown of Fund Income & Expenditure



Income
£834,394

Expenditure
£699,796

POP has had another positive year. Much of the surplus is held in restricted reserves.

We increased our Contingency fund to £25,000 to cover redundancy payments.

FINANCIAL REVIEW

Our income came from Positive People (£15k), Esmée Fairbairn (£475k), and Healthy Communities Together (£219k). Unrestricted grants from Plymouth City Council were £30k from the Health Determinant Research Collaboration and £30k from Fair Shares. In line with previous years, we continued to deliver the Highstreet Heritage Action Zone, finalised the Keyham Community Sparks awards, Power to Change and Unify Plymouth. We also continue to hold just under £4,000 as a designated reserve for work that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership.

RESERVES POLICY

The reserves policy specifies that in the event of POP having to cease its activities, sufficient funds should be available to pay for the cost of two to three months of charitable operation to cover the wind-down period and the redundancy costs of any remaining staff. The financial position against the policy is reviewed every quarter.

- **For designated reserves on occasion of funding reducing/stopping**

The Trustees have decided to reduce this reserve of £70,638 to zero, based on the fact we regularly have to use this fund and going into the next few years, we will need to use it further.

- **For redundancy payments should the charity cease to trade**

To provide for the payment of redundancy in the event of our funding ceasing. The trustees consider that a designated fund of £25,000 would be required. This fund has been increased to meet this figure. The fund currently stands at £25,000 (2023: £21,000).

- **VCS Emergencies Partnership**

To provide for funding that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership. The fund currently stands at £3,772 (2023: £3,822)

MONEY HELD ON ACCOUNT

The charity has held funds on account for the Hoe Neighbourhood Forum of £1,699.

RISK MANAGEMENT

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients. External risks such as over reliance on one funding source is a matter of significant focus with continued development of the rationale and description of POP's work and, more generally the role of infrastructure, in ensuring strong and healthy communities.

Over the next year this will continue to develop and be used to secure greater diversity in income.

PLANS FOR THE FUTURE

Our priorities for 2024/25 are:

- Develop a shared narrative for Plymouth, developing our role in the city to convene and host conversations that matter.
- Develop our Marginalised Voice work.
- Step into the final stages of Belong in Plymouth, aiming to complete in June 2025 and creating a legacy that stretches well beyond the end of the programme.
- Develop our work with Nudge in Stonehouse.
- Continue to develop our advocacy for the value of community and grassroots activity.
- Redesign our approach to governance and decision making.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and objects

Plymouth VCSE (POP+) was approved by the Charity Commission on 7th June 2016 and is a registered charity No. 1167515, CIO Number CE007437. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in Plymouth and its environs.

Governance and trustee appointments

New trustees are elected and appointed at POP's Annual General Meetings. They are also co-opted during the year as opportunities arise, to then be elected for a full term at the AGM. 10% of members are required to attend the AGM as are the new elected trustees. Trustees meet every month avoiding the need for sub committees to be formed. The trustees who have served during the period under review are set out below.

Trustee training and induction

All new trustees are welcomed onto the Board and an informal induction process starts. Trustees are given access to all organisational documentation and encouraged to integrate into the team.

Related party transactions and trustees' expenses and remuneration

All trustees gave their time freely and claimed no expenses or remuneration in the year.

Legal and administrative information

Charity Name and Number

Plymouth VCSE (POP+): registered charity number: **1167515**.

Charitable Incorporated Organisation registered on 7th June 2016.

Staff

- Gareth Baker (joined September 2022 – March 2023)
- Matt Bell (CEO)
- Lee Bowden-Carter (left June 2022)
- Rowan Edwards
- Dan Hancock (joined September 2022 – March 2023)
- Stuart Jones
- Claire Law
- Millie Lepic (left September 2023)
- Chris Maccullie (left May 2023)
- Sam Norsworthy (joined September 2022 – March 2023)
- Linda Page (joined September 2022 – March 2023)
- Deborah Penprase
- Karen Pilkington
- Imogen Potter
- Simon Travers
- Madina Ibrahim

Associates

- Caroline Blackler
- Rebekah Coombes
- Juliette Jackson
- Stephane Kolinsky
- Martyn Lowesmith
- Donna Maughan
- Susan Moores
- Paul Read
- Gareth Hart
- Matilde Zadig
- Rebecca Muncey
- Kiven Emmanuel
- Simon Sherbersky

Trustees

The role of a trustee is vital for POP. They form the heart of the connection back into the grassroots sector as well as bringing much valued skills and experience to the work. Over the last year we have said goodbye to existing trustees and welcomed in new trustees.

- Kiven Emmanuel (resigned 15th May 2023)
- Tracey Naismith (resigned 2nd August 2023)
- Andi Higginson (resigned 10th August 2023)
- Josephine Bussell (resigned 8th November 2023)
- Lesley Coulton (resigned 8th November 2023)
- Louise Barnes (resigned 8th November 2023)
- Alan Butler
- Martin Mills
- Sally Walker

- Slain McGough Davey (voted on to board 8th November 2023)
- Tania Nana (voted on to Board 8th November 2023)
- Emma Handley (voted on to Board 8th November 2023)
- Jon Dingle (voted on to Board 8th November 2023)
- Stu Watson (voted on to Board 8th November 2023)

A very special thanks goes to Andi and Jo, both of whom joined in 2018 and supported POP for more than five years with their wisdom and deep experience from working within the grassroots communities of Plymouth. Their support is very much missed.

We also said goodbye to our wonderful Chair, Lesley who held POP and the Trustee Board very ably and with great humour for the last three years.

Plymouth VCSE (POP+) Accounts

Charitable Incorporated Organisation Information

Charity number
1167515

Company registration number
CE007437

Trustees

Alan Butler

Martin Eric Mills

Sally Walker

Peter Spencer Davey - Appointed 8 November 2023 -

Tania Nana - Appointed 8 November 2023 -

Emma Handley - Appointed 8 November 2023 -

Jon Dingle - Appointed 8 November 2023 -

Stu Watson - Appointed 8 November 2023

Lesley Coulton - Resigned 8 November 2023

Andi Higginson - Resigned 10 August 2023

Josephine Bussell - Resigned 8 November 2023

Tracey Ann Naismith - Resigned 2 August 2023

Louise Barnes - Resigned 8 November 2023

Kiven Emmanuel - Resigned 15 May 2023

Chair Persons

Lesley Coulton - Resigned 8 November 2023

Current joint Chair:

Peter Spencer Davey - Appointed 8 November 2023

Alan Butler - Appointed 8 November 2023

Principal Office

Box No. 48

HQ Building

237 Union Street

Plymouth

Devon

PL1 3HQ

Independent Examiners

Wills Accountants Ltd

2 Endeavour House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

Bankers

CAF Bank Ltd

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

Plymouth VCSE (POP) Accounts

Statement of Trustees' Responsibilities

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 8th January 2025



.....
Alan Butler
Trustee

Plymouth VCSE (POP) Accounts

Independent Examiner's Report to the trustees of Plymouth VCSE

Report of the Independent Examiner to the trustees on the accounts of the Charity for the year ended 31 March 2024

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 46 to 63

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

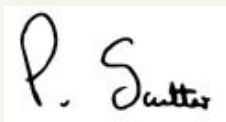
Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination

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



Mr Philip Wood Soutter FCCA for
and on behalf of Wills
Accountants Ltd Chartered
Certified Accountants 2
Endeavour House Parkway Court
Longbridge Road Plymouth PL6
8LR

The date upon which my opinion is expressed is :- 8th January 2025

Plymouth VCSE (POP) Accounts

Statement of Financial Activities for the
year ended 31 March 2024

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated 2023
	Notes	2024 £	2024 £	2024 £	2023 £
Income and endowments from: Incoming resources from generated funds					
Donations and legacies		84,971	742,274	827,245	646,927
Other trading activities		6,269	- - -	6,269	7,790
Investment Income		880 -	-	880 -	499 -
Charitable activities		-	-	-	-
Other Incoming Resources Total					
income and endowments		92,120	742,274	834,394	655,216
Expenditure on					
Costs of charitable activities		80,858	615,676	696,534	774,105
Other costs		2,105	1,157	3,262	3,359
Total expenditure		82,963	616,833	699,796	777,464
Net Income/(net (expenditure) before transfers between funds		9,157	125,441	134,598	(122,248)
Gross transfers between funds		(155)	155	-	-
Net income/(net (expenditure)) before Other recognised gains and losses		9,002	125,596	134,598	(122,248)
Other recognised gains and losses		-	-	-	-
Net movement in funds		9,002	125,596	134,598	(122,248)
Reconciliation of funds					
Total funds brought forward	10	95,460	161,844	257,304	379,552
Total Funds carried forward	10	104,462	287,440	391,902	257,304

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on page 48 as required by the SORP.

All activities derive from continuing operations

The notes on pages 50 to 58 form an integral part of these accounts.

Plymouth VCSE (POP) Accounts

Statement of Total Recognised Gains and Losses for the year ended 31 March 2024

	2024	2023
Excess of Expenditure over income before realisation of assets	134,598	(122,248)
Loss per Profit and Loss account Grants for the acquisition of fixed assets	134,598	(122,248)
	-	-
Net Movement in funds before taxation	134,598	(122,248)

Movements in revenue and capital funds for the year ended 31 March 2024

Revenue accumulated funds	Designated Funds 2024	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Restated Last year Total Funds 2023
		£	£	£	£
Accumulated funds brought forward	95,460	-	161,844	257,304	379,552
Recognised gains and losses before transfers	(50)	9,207	125,441	134,598	(122,248)
Dividend payments made		-	-	-	-
	95,410	9,207	287,285	391,902	257,304
Transfers between restricted and unrestricted funds	-	-	- 155 - -	-	-
Transfers (to)/from designated funds	(66,638)	66,483	287,440	-	-
Transfers (to)/from revaluation reserve	-	- -	-	-	- -
Transfers (to)/from fixed asset funds	-	75,690.00	-	-	257,304
Closing revenue accumulated funds	28,772			391,902	

Designated revenue funds	Total Funds 2024	Last year Total Funds Restated 2023
	£	£
At 1 April	95,460	103,000
Recognised gains and losses before transfers		
Transfer (to)/from revenue accumulated funds	(50)	(178)
Transfers (to)/from revaluation reserve	(66,638)	(7,362)
Transfer (to)/from designated fixed asset funds	-	- -
At 31 March	-	95,460
	28,772	

The purposes for which the designated funds have been established are described in the notes to the accounts

Summary of funds

	Designated Funds 2024	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Last Year Total Funds Restated 2023
Issued share capital	-	-	-	-	-
Revenue accumulated funds	-	75,690	287,440	363,130	161,844
Revenue designated funds	28,772	-	-	28,772	95,460
Total funds	28,772	75,690	287,440	391,902	257,304

The notes on pages 50 to 58 form an integral part of these accounts.

Plymouth VCSE (POP) Accounts

Balance Sheet as at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Intangible assets			-		-
Tangible assets	6		3,954		4,347
Investments :-					
Total fixed assets			<u>3,954</u>		<u>4,347</u>
Current assets					
Debtors	7	12,844		11,484	
Cash at bank and in hand		<u>398,424</u>		<u>276,116</u>	
Total current assets		<u>411,268</u>		<u>287,600</u>	
Creditors:-					
amounts due within one year	8	<u>(23,320)</u>		<u>(34,643)</u>	
Net current assets					252,957
Total assets less current liabilities			<u>387,948</u>		<u>257,304</u>
			<u>391,902</u>		<u>257,304</u>
Creditors:-					
amounts due after more than one year			-		-
Net assets excluding pension asset / liability			<u>391,902</u>		<u>257,304</u>
Net assets including pension asset / liability			<u>391,902</u>		<u>257,304</u>
The funds of the charity :					
Unrestricted income funds					
Unrestricted revenue accumulated funds	10	75,690		-	
Designated revenue funds	10	<u>28,772</u>		<u>95,460</u>	
Total unrestricted funds			1 04,462		95,460
Restricted revenue funds					
Restricted revenue accumulated funds	10	<u>2 87,440</u>		<u>161,844</u>	
Restricted fixed asset funds					
Total restricted funds			2 87,440		1 61,844
Total charity funds			<u>391,902</u>		<u>257,304</u>

The financial statements were approved and authorised for issue by the Board on 8th January 2025

Signed on behalf of the board of Trustees



Alan Butler
Trustee

The notes on pages 50 to 58 form an integral part of these accounts.

Plymouth VCSE (POP) Accounts

Cash Flow Statement for the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash flow from operating activities	13	122,497	(51,414)
Interest paid		-	-
Net cash flow from operating activities		<u>122,497</u>	<u>(51,414)</u>
Cash flow from investing activities			
Payments to acquire intangible fixed assets		--	--
Receipts from sales of intangible fixed assets		(1,069)	(3,144)
Payments to acquire tangible fixed assets		---	---
Receipts from sales of tangible fixed assets			
Payments to acquire investments			
Receipts from sales of investments			
Interest received		880	499.00
Net cash flow from investing activities		<u>(189)</u>	<u>(2,645)</u>
Cash flow from financing activities			
Receipts from issue of new long term loans		- - - -	- - - -
Repayment of long term loans			
Interest paid			
Net cash flow from financing activities		<u></u>	<u></u>
Net increase / (decrease) in cash and cash equivalents		<u>122,308</u>	<u>(54,059)</u>
Cash at bank and in hand less overdrafts at 1 April		276,116	330,175
Cash at bank and in hand less overdrafts at 31 March		<u>398,424</u>	<u>276,116</u>
Cash and cash equivalents consists of:			
Cash at bank and in hand		398,424	276,116
Overdrafts		-	-
Cash and cash equivalents at 31 March		<u>398,424</u>	<u>276,116</u>

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended

31 March 2024

- 1 Accounting policies The principle accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of preparation of the accounts

Plymouth VCSE (POP+) is a Charitable Incorporated Organisation registered in England / Wales . The address of the principle office is given in the charity information on page 43 of these financial statements.

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 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the requirements of the SORP.

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.

Incoming Resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate. Except as described under the 'Deferred Income' accounting policy all grants, including grants for the purchase of fixed assets , are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Investment Income

Income from investments is included in the year in which it is receivable.

Deferred income

In accordance with the SORP grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the SORP.

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended

31 March 2024

Costs of generating funds Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. Charitable activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Fundraising costs

Fundraising costs are those incurred in seeking voluntary contributions and do not include the cost of disseminating information in support of the charitable activities.

Governance costs

Governance costs shall include all expenditure directly related to the administration of the charity including expenditure incurred in the management of the charity's assets, organisational administration and compliance with charitable and statutory requirements.

Other Costs

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity and those items not falling into the categories above.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.

Charitable giving: As a charity Plymouth VCSE (POP+) are proud that, when funds allow, they bless other charities. Such donations are shown under "Grant disbursements " within these accounts.

Fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold improvements	– Straight line over the life of the lease
ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

Taxation

As a registered charity, the organisation 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.

Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Funds structure policy

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above.

Any other proposed transfer between funds would be considered on the particular circumstances.

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended

31 March 2024

- 2 Going Concern The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Surplus/(deficit) for the financial year	2024 £	2023 £
This is stated after crediting :-		
Depreciation of owned fixed assets	1,462	1,727
Independent Examiner's Fees	1,800	1,632
	<u>3,262</u>	<u>3,359</u>
	2024 £	2023 £
These deferrals are included in creditors	<u>1,190</u>	<u>-</u>

The deferrals included in creditors relate to those grants and donations specified by the donors as relating to specific periods and represent those parts of the grants or donations which relate to periods subsequent to the accounting year end and are treated as grants in advance, or alternatively where there are conditions which must be fulfilled prior to entitlement or use of the grant or donation by the charity.

Resources received and paid as intermediaries for third parties

Received as principals and included in the Statement of Financial Activities

	Opening Funds £	Received in year £	Released in year £	Closing Funds £
The equivalent total last year was	<u>1,699</u>	<u>-</u>	<u>(1,699)</u>	<u>-</u>

The opening and closing funds above are represented by the assets and liabilities held by the charity as a intermediary.

Staff Costs and Emoluments	2024 £	2023 £
Gross Salaries	201,021	244,746
Employer's National Insurance	10,959	15,024
Pension Contributions	3,994	5,544
Consultancy & Associates fees	176,889	125,141
	<u>392,863</u>	<u>390,455</u>

There was no remuneration or expenses paid to the Trustees in the year (2023 - £Nil)

The average number of staff in the year totaled 16 (2023 : 10) There were no employees with emoluments in excess of £60,000 per annum

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended 31 March 2024

Tangible functional fixed assets

	Office Equipment £
Asset cost, valuation or revalued amount At 1 April 2023 Additions At 31 March 2024	11,176 1,069 12,245
Accumulated depreciation and impairment provisions At 1 April 2023 Depreciation on revaluation Charge for the year At 31 March 2024	6,829 - 1,462 8,291
Net book value At 31 March 2024 At 31 March 2023	3,954 4,347

Debtors	2024 £	2023 £
Trade debtors	7,554	8,397
Prepaid expenses	5,290	3,087
	12,844	11,484

Creditors: amounts falling due within one year	2024 £	2023 £
Trade creditors Accrued expenses	12,928	22,662
Funds held for third parties Deferred income and grants in advance	9,202	10,282
	-	1,699
	1,190	-
	23,320	34,643

Analysis of the Net Movement in Funds	2024 £	2023 £
Net movement in funds from Statement of Financial Activities	134,598	(122,248)
Net resources applied on functional fixed assets Net movement in funds available for future activities	(1,069)	(3,144)
	133,529	(125,392)

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended 31 March 2024

10 Analysis of Individual Funds and of assets and liabilities representing funds

At 31 March 2024	Unrestricted funds £	Designated funds £	Restricted funds £	Total Funds £
Tangible Fixed Assets	500	-	3,454	3,954
Current Assets	78,595	28,772	303,901	411,268
Current Liabilities	(3,405)	-	(19,915)	(23,320)
	75,690	28,772	287,440	391,902

At 1 April 2023	Unrestricted funds £	Designated funds £	Restricted funds £	Total Funds £
Tangible Fixed Assets	806	-	3,541	4,347
Current Assets	2,982	95,410	189,158	287,600
Current Liabilities	(3,788)	-	(30,855)	(34,643)
	-	28,772	287,440	257,304

The individual funds included above are :-

	Funds at 2023 £	Movements in Funds as below £	Transfers Between funds £	Funds at 2024 £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	-	9,207	66,483	75,690
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	21,000	-	4,000	25,000
Contingency Fund - Working Capital	70,638	-	(70,638)	-
VCSEP	3,822	(50)	-	3,772
<u>Restricted funds</u>				
Esmee Fairbairn	58,138	124,944	-	183,082
HDRC	302	(14)	-	288
Power to Change	3,000	(3,000)	-	-
Fair Shares	45,000	(30,000)	-	15,000
NHS	-	(65)	65	-
National Lottery Community Fund - BBO	-	-	-	-
Suicide Prevention	-	4,900	-	4,900
NAVCA	6,000	(6,000)	-	-
Plymouth City Council - HSHAZ	455	(455)	-	-
Unify Plymouth (PCC CMF)	22,066	(11,091)	-	10,975
National Lottery Community Fund - (HCT)	14,769	58,426	90	73,195
Keyham Fund	3,122	(3,212)	-	-
WG	8,992	(8,992)	-	-
	<u>257,304</u>	<u>134,598</u>	<u>-</u>	<u>391,902</u>

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended 31 March 2024

Analysis of movements in funds as shown in the table above

	Incoming Resources £	Outgoing Resources £	Gains & Losses £	Movement in funds £
<u>Unrestricted: Free Reserves</u>				
(General Fund)	92,120	(82,913)	-	9,207
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
Contingency Fund - Working Capital	-	-	-	-
VCSEP	-	(50)	-	(50)
<u>Restricted funds</u>				
Esmee Fairbairn	475,000	(350,056)	-	124,944
HDRC	-	(14)	-	(14)
Power to Change	14,000	(17,000)	-	(3,000)
Fair Shares	-	(30,000)	-	(30,000)
NHS	-	(65)	-	(65)
National Lottery Community Fund - BBO	15,391	(15,391)	-	-
Suicide Prevention	5,000	(100)	-	4,900
NAVCA	-	(6,000)	-	(6,000)
Plymouth City Council - HSHAZ	13,684	(14,139)	-	(455)
Unify Plymouth (PCC CMF)	-	(11,091)	-	(11,091)
National Lottery Community Fund - (HCT)	219,289	(160,863)	-	58,426
Keyham Fund	(90)	(3,122)	-	(3,212)
WG	-	(8,992)	-	(8,992)
	<u>834,394</u>	<u>(699,796)</u>	<u>-</u>	<u>134,598</u>

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended 31 March 2024

11 Grant Allocation

Organisation	Funding Source	Amount £
A.R.E Home	FS	5,263.16
Activating the Athenaeum	EFF	5,263.16
Big Sis Empowerment Collective	EFF	526.32
Bury The Giant Club	EFF	526.32
Community Wellbeing	FS	5,263.16
Confidence Booster Workshops	EFF	526.32
Connecting Youth Boat Trip	EFF	1,000.00
Connecting Youth CIC	HCT	5,000.00
Connectors Collective Plymouth	EFF	526.32
Connectors Collective Plymouth	EFF	5,263.16
Creative Roots Action Team	EFF	1,000.00
Devon and Cornwall Refugee Support	NAVCA	500.00
Diversity Business Incubator CIC	EFF	4,000.00
Eritrean Language School	EFF	1,000.00
Ernesettle Community Network	EFF	526.32
Ernesettle Launch Pad	EFF	5,263.16
Exim Dance Company CIC	HCT	5,000.00
Follow The Dragons : An Interactive Disability Map	EFF	5,263.16
Food Plymouth CIC	G	300.00
Food Plymouth CIC	NAVCA	500.00
Freedom community festival	EFF	5,263.16
Friends and Families	WG	5,000.00
Front Page / Back Page / Centrefold	EFF	526.32
Ideas Into Action	EFF	57.60
Ideas Into Action	EFF	500.00
Jabulani 2.0	EFF	5,263.16
Jumpers 4 Goalposts	EFF	1,000.00
Keyham Green Places	EFF	526.32
Keyham Green Places	NAVCA	500.00
Keyham Trauma Informed Group	FS	5,263.16
Life after lockdown	EFF	526.32
Marine Edibles	EFF	5,263.16
Mindful Art Club	EFF	526.32
Mindful Marbles at Moments	FS	5,263.16
NeuDICE Plymouth	EFF	5,263.16
New4You & JCs Youth	EFF	526.32
Nudge Community Builders	PTC	3,000.00
Nudge Community Builders	PTC	14,000.00
Ocean Publishing Partnership	EFF	526.32
Ocean Publishing Partnership	EFF	5,263.16
Our Devonport Network	EFF	1,000.00
Our Devonport Network	UP	210.53
Our Devonport Network	UP	3,000.00
Peace Of Mind	EFF	5,263.16
PL2 Voices	EFF	1,000.00
Plymouth Community Climate Centre	EFF	263.16
Plymouth Community Climate Centre	EFF	526.32
Plymouth Community Climate Centre	EFF	5,000.00
Plymouth Community Events	EFF	5,263.16
Plymouth Community History Festival	EFF	5,263.16
Plymouth Eco Collective	EFF	5,263.16
Plymouth Hope	NAVCA	500.00
Plymouth Mental Health Recovery and Empowerment Group	EFF	5,263.16
Plymouth Methodist Central Hall	NAVCA	500.00

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended
31 March 2024

	Funding Source	Amount £
Plymouth Social Enterprise City	EFF	5,263.16
Plymouth Poetry Festival	EFF	5,263.16
Precious Plastic Collective	EFF	526.32
PREP21	EFF	526.32
Pride Communities Working Together	EFF	5,263.16
Ptown Radio CIC	EFF	526.32
Respect International Kite Flying Festival	EFF	5,263.16
Retreat Days	FS	5,263.16
Setting Sail Together	EFF	5,263.16
Stoke Youth and Community Centre	EFF	588.00
Storyteller Festival 2023	EFF	5,263.16
Supporting Men's wellbeing	FS	5,263.16
Tamar View Community	NAVCA	500.00
The Breast Cancer Care Collective	EFF	5,263.16
The HeARTlands	EFF	526.32
The Hundred Hands	EFF	526.32
The Storytelling Collective	EFF	526.32
The Storytelling Collective	EFF	5,263.16
The Village Hub	G	2,500.00
Community Timeline of Change	EFF	526.32
Trauma Informed Collective	EFF	526.32
Various	EFF	5,000.00
Various	EFF	5,000.00
Various	EFF	5,000.00
Various	EFF	5,000.00
Various	EFF	5,000.00
Various	EFF	5,000.00
West Devon Junior Netball League	EFF	526.32
Wildlife Corridor Makers	EFF	263.16
Wildlife Corridor Makers	EFF	526.32
Wildlife Corridor Makers	EFF	5,000.00
Window of Opportunity	EFF	526.32
Window of Opportunity	EFF	263.16
Window of Opportunity	EFF	5,000.00
Wolseley Community Economic Development Trust	KEY	1,000.00
WonderZoo	EFF	526.32
Youth Music Initiative	EFF	5,263.16
<u>Less Accrued grants in prior year</u>		
CROPS Ltd	NAVCA	(500.00)
Devon And Cornwall Refugee Support	NAVCA	(500.00)
Food Plymouth CIC	NAVCA	(500.00)
Plymouth Hope	NAVCA	(500.00)
Plymouth Methodist Central Hall	NAVCA	(500.00)
		<u>261,709</u>

Funding Source key

EFF - Esmee Fairbairn
KEY - Keyham Community Sparks
HSHAZ - High Street Heritage Action Zone
WG - Plymouth City Council Wellbeing Grants
NAVCA - NAVCA Cost of Living
HCT - The National Lottery Community Fund
FS - Plymouth City Council Fair shares
PTC - Power to Change through the SIMPL project
G - General Fund
UP - Unify Plymouth

Plymouth VCSE (POP) Accounts

Notes to the Accounts for the year ended

31 March 2024

12 Purpose of Restricted Funds Received

Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
SIMPL	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon - specifically focus on supporting people to age well, including supporting community businesses.
Big Lottery - Building Better Opportunities	This funding is to support and help people back to work project. The funding stream is over three years.
Keyham Community Sparks	Grant making and support for grassroots groups and projects in the Keyham community in response to the Keyham shooting.
Plymouth City Council - CMF	This funding is to support the coming together of diverse communities
High Street Heritage Action Zone	This funding is to support communities to learn about the city centre's historic post-war plan for Plymouth.
Plymouth City Council Wellbeing Grants	Grants to improve wellbeing and develop approaches to suicide prevention.
NHS Cost of Living	Grants for local grassroots groups to support the impact of the cost of living.
NAVCA Cost of Living	small grants for grassroots groups to cover associated costs of increased cost of living.
The National Lottery Community Fund - Healthy Healthy Communities Together: to improve collaboration	
Plymouth City Council Fair shares	For making grants to grassroots groups to improve health & wellbeing outcomes.
Power to Change	contribution to a 16 month programme of work that will support POP's development as a VCSE infrastructure organisation, catalyst of community initiatives and democratic small grant distributor. It is funding both for projects on the path to becoming community businesses and for local support infrastructure in Plymouth.

13 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net Income/Expenditure	132,838	(123,246)
Interest Receivable	880	499
Depreciation and Impairment of Tangible Fixed Assets	1,462	1,727
Amortisation of goodwill and intangible assets	-	-
Increase in debtors	(1,360)	42,152
Decrease in creditors	(11,323)	27,454
	<u>122,497</u>	<u>(51,414)</u>

Plymouth VCSE (POP) Accounts

Appendices to the Statement of Financial Activities for the year ended 31 March 2024

The following appendices are attached to detail the activity analysis required by the 2019 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales.

1. Analysis of Total Incoming & Outgoing Resources by Activity
2. Analysis of Total Support Costs by Activity
3. Analysis of charitable expenditure by activity

Plymouth VCSE (POP+) Accounts



Analysis of Total Incoming & Outgoing Resources by Activity
for the year ended 31 March 2024

	Unrestricted Fund	Designated Fund	Restricted Funds																	
			General Fund	VCSEP	Esmee Fairbairn	HDRC	Power to Change	Fair Shares	NHS	National Lottery Community Fund - BBO	Suicide Prevention	NAVCA	Plymouth City Council - HSHAZ	Unity Plymouth PCC CMF	National Lottery Community Fund - (HCT)	Keyham Community Sparks Fund	WG	2024 Total	2023 Total	
			£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Income and endowments from:																				
Donations and legacies	84,971			475,000		14,000		15,391	5,000			13,684		219,289	(90)			827,245	646,927	
Other trading activities	6,269																	6,269	7,790	
Investment Income	880																			
Charitable activities																				
Other																		880	499	
Total Income	92,120	-	475,000	-	14,000	-	-	15,391	5,000	-	-	13,684	-	219,289	(90)	-	-	834,394	655,216	
Expenditure on:																				
Charitable activities	80,808.00	50.00	349,812.00	14.00	17,000.00	30,000.00	65.00	14,774.00	100.00	6,000.00		13,874.00	11,091.00	160,832.00	3,122.00	8,992.00	696,534	774,105		
Other	2,105		244.00					617				265		31.00			3,262	3,359		
Other resources expended																	-	-		
Total resources expended	82,913	50	350,056	14	17,000	30,000	65	15,391	100	6,000		14,139	11,091	160,863	3,122	8,992	699,796	777,464		
Net Incoming Resources by activity	9,207	(50)	124,944	(14)	(3,000)	(30,000)	(65)	-	4,900	(6,000)		(455)	(11,091)	58,426	(3,212)	(8,992)	134,598	(122,248)		

Plymouth VCSE (POP+) Accounts



Analysis of Total Support Costs by Activity
for the year ended 31 March 2024

	Unrestricted Fund		Designated Fund		Restricted Funds										2024		2023	
	General	VCSEP	Esmée Fairbairn	HDRC	Power to Change	Fair Shares	NHS	National Lottery Community Fund - BBO	Suicide Prevention	NAVCA	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community Fund - (HCT)	Keyham Community Sparks Fund	WG	Total	Total	Total
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Nature of support costs																		
Salaries	46,092		95,521					14,008	-	5,500	2,408		31,378	2,122	3,992	201,021	244,746	
Tax & NI	5,081		5,188										690			10,959	15,024	
Pensions	1,643		1,937										304			3,994	5,544	
Associates & Sub-contractors	8,149.00		40,370.00				65.00	110			8,450.00	7,880.00	111,469.00			176,889	125,141	
Advertising & Marketing	1,311.00		200.00					406.00	100.00							1,511	1,693	
Grant disbursements	2,800.00		192,198.00		17,000.00	30,000.00				500.00		3,211.00	10,000.00	1,000.00	5,000.00	261,709	329,269	
Grant returned to funder	-															-	5,010	
Bookkeeping/Financial Admin																		
Staff Expenses	3,404		1,386								9		184			4,983	10,247	
Office Rent and Rates	120		1,845					250								2,215	3,163	
Events / venue hire	3,591.00		4,722.00								2,915.00		5,169.00			16,397	12,401	
Telephone/broadband/mobiles	44.00		2,267.00													2,311	2,438	
Insurance	1,847													28		1,847	1,295	
Professional fees	955															983	7,004	
Independent Examiners Fees	1,800															1,800	1,632	
Website/email hosting																		
Admin (Printing/Stationery/Postage)	305																	
Membership & Subscriptions	1,147	50	1,044								53		272			630	417	
Training (Delivery & CPD)	325.00												183			2,424	2,175	
Travel/subsistence	1,576										24		914			325	-	
IT Support/Software	2,288		3,134										241			2,514	2,084	
Bank charges	130										15.00					5,663	6,076	
Sundries/Misc/Equipment				14.00												145	72	
Bad debts	-															14	-	
Depreciation	305		244					617			265		31.00			1,462	1,727	
Total support costs analysed by activity	82,913	50	350,056	14	17,000	30,000	65	15,391	100	6,000	14,139	11,091	160,863	3,122	8,992	699,796	777,464	

2024 £ 2,023 £

The above amounts are shown in the accounts as

Support costs for charitable activities	434,825	439,826
Grantmaking to achieve the objects of the charity	261,709	329,269
Total Other costs	3,262	3,359
	699,796	772,454

The basis of allocation of costs and the methods used are described in note 1 to the accounts

Plymouth VCSE (POP) Accounts

Schedule to the Statement of Financial Activities for the year ended 31 March 2024 Status of this schedule to the Statement of Financial Activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Prior Period Total Funds 2023 £
Incoming Resources Income from				
Donations and Legacies				
Non government and non public bodies				
Incoming resources of a revenue nature - grants, donations and legacies				
Training / Workshops Donations Training /	-	-		-
Workshops Lottery Funding	80,075	520,720	600,795	5 40,929
	4,896	2 ,265 2	7,161	1 1,548
Total Donations & Legacies Received	-	19,289	219,289	9 4,450
	84,971	742,274	827,245	646,927
Activities for generating funds				
Other activities for generating funds	6,269	-	6,269	7,790
Total of Other Trading Activities	6,269	-	6,269	7,790
Investment Income				
Bank deposit interest received	880	-	880	499
Total Investment Income	880	-	880	499
Total Income	92,120	742,274	834,394	655,216
Charitable expenditure				
Support costs of charitable activities				
Direct support costs				
Net wages and salaries - charitable activities	46,092	154,929	201,021	244,746
PAYE and NI	5,081	5,878	10,959	15,024
Pension contributions charitable employees	1,643	2,351	3,994	5,544
Consultancy & Associates fees	8,149	168,740	176,889	125,141
	60,965	331,898	392,863	390,455
Indirect employee costs				
Training and welfare	325	- 938	325	-
Travel and subsistence	1,576	1,579	2,514	2,084
Staff Expenses	3,404	2,517	4,983	10,247
	5,305		7,822	12,331
Premises Costs				
Rent & Rates	120	2,095	2,215	3,163
Event Costs and Venue Hire	3,591	12,806	16,397	12,401
	3,711	14,901	18,612	15,564

Plymouth VCSE (POP) Accounts

Schedule to the Statement of Financial Activities for the year ended 31 March 2024 Status of this schedule to the Statement of Financial Activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Prior Period Total Funds 2023 £
General administrative expenses:				
Telephone and Internet Admin	44	2,267	2,311	2,438
(Printing/Stationery/Postage)	305	325	630	417
Membership & Subscriptions IT &	1,197	1,227	2,424	2,175
Software Support Bad debts	2,288	3,375	5,663 -	6,076
Insurance Advertising & Marketing	-	- -	1,847	306
Bank charges Sundry expenses	1,847	200	1,511	1,295
	1,311	15 14	145 14	1,693
	130 -	7,423	14,545	72 -
	7,122			14,472
Professional fees in support of charitable activities				
Professional fees	955	28	983	7,004
	955	28	983	7,004
Total costs	78,058	356,767	434,825	439,826
Grantmaking to achieve the objects of the charity				
Grants paid including Gift Aid payments				
Grant disbursements	2,800	258,909	261,709	329,269
Grant returned to funder	-	-	-	5,010
Total Expended on Charitable Activities	80,858	615,676	696,534	774,105
Other costs Independent				
Examiner's Fees Depreciation	1,800	-	1,800	1,632
of fixed assets	305	1,157	1,462	1,727
Total Other costs	2,105	1,157	3,262	3,359
A detailed breakdown of the grants paid can be found in note 11 of these financial statements				
Analysis of transfers between funds				
Transfer to/(from) unrestricted	66,483	-	66,483	3,444
restricted to be analysed further	-	155	155	3,918
designated	(66,638)		(66,638)	(7,362)
	(155)	155		



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PLYMOUTH VCSE

England & Wales - Charity number 1167515

Accounts



Reports & Accounts for the annual financial period APRIL 2022 – MARCH 2023 for Plymouth VCSE (POP)

Charitable Incorporated Organisation

Registered Charity No: 1167515

Company No: CE007437

Email: info@plymouthoctopus.org.uk Website: www.plymouthoctopus.org



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

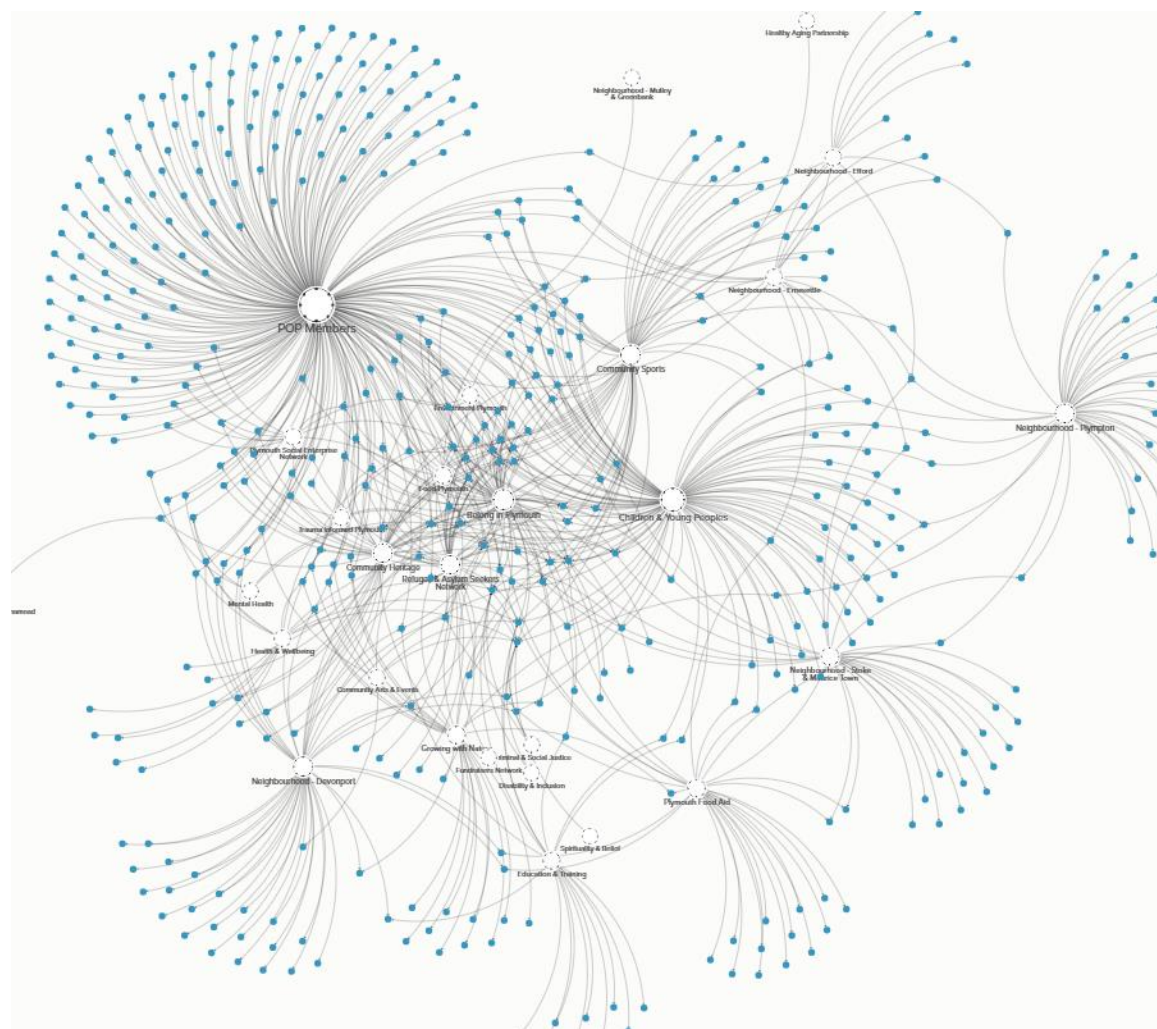
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REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

OUR YEAR IN NUMBERS 2022 – 2023

Mapping the networks of Plymouth



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

CHAIR'S REPORT

POP is delighted to share our 10-year celebration with you, a week of honouring grassroots groups and their amazing stories.

- The team has worked so hard this year, ensuring POP is able to support our community. The largest piece of work has been working with Esmée Fairbairn Foundation to ensure POP has the core funds to continue for future years. This has included reflecting of our past work and looking into the future to ensure POP is well placed and robust to continues to give community groups in Plymouth the support they require.

New Developments

- POP went through a Membership review process.
- We consulted members of proposed fees, this has been well received and introduced.
- Unify Plymouth restarted.

Headline Numbers for 2022-23

- £484,100 raised from grant funds for grassroots groups across Plymouth from 11 successful funding applications.
- 124 community groups and organisations have been supported this year with 1 to 1 advice.
- 63 community groups and organisations have attended 17 training workshops.
- Since 2014, £9M has been raised from 284 successful grant funding applications for Plymouth based community organisations. Plus, over 600 community groups have attended 185 workshops provided by the POP ideas Team.

Funding

- Mini-systems funding provided a grant of £40,000 and 4 grants of £5,000.
- Keyham Community Sparks Funding Round 3 took place.
- Relaunch of Street 2 Scale as Ideas into Action managed by POP.
- Cost of living fund set up received an addition £18,435 to support the Community empowerment & Fair Shares work.
- We received an additional £15,000 to support the Unify Plymouth community conversations & subsequent evaluation.
- Received £29,835 contribution to the mini-systems grant funding - £7k to fund capacity to deliver.
- Plymouth City Council confirmed £80,000 from Fairshare.

Challenges

Working with Esmée Fairburn Team was a massive undertaking by the Team which took over 12 months.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Looking Ahead

Esmée Fairbairn Funding was successful, so the Team has now secured another 5 years of funding.

This is a massive success and testament to the POP team's hard work. The grant we've secured is:

- POP Core funding is £130,000 for 3 years, £50,000 in year 4 then zero in year 5.
- £300,000 grant funding.
- We have £50,000 per year for the first 2 years to explore the system shifting demonstrator.
- We have £30,000 per year for 5 years for the Learning Partner.

What POP intends to do: more of what we do best.

- Continue to build connections between individuals and organisation along with effective networks.
- Continue to focus on 'collaboration' and encourage our members to collaborate to meet our Strategic Direction.
- Strengthening our skills and capacity within our community.
- Explore and apply for additional funding to support our organisation's aims and objectives.
- Continue to run a lean organisation while maintaining our impact.

The POP Trustees are extremely proud of the team particularly given all that each of them has had to face in the last couple of years.

Meanwhile, the team continues to react to the changing circumstances and to rise to the many different challenges, embracing 'change' and adapting to support the needs of each other; our members; our diverse communities and a variety of organisations across the city.

Lesley Coulton

Trustees and Chair of POP

Signature:

Dated: 8th November 2023

for the 12 month period ended 31st March, 2023

POP'S AIMS & OBJECTIVES

"POP supports and leads real, purposeful and lasting change in Plymouth."

Our purpose is to build strong grassroots organisations, charities and social enterprises by supporting them; encouraging them to work together and to take a lead role in creating change.

We are driven by the energy, passion and skills of local people who are taking action to make our society and the environment a better place in which to live. A small team of dedicated staff, associates and trustees do this by influencing; connecting; training and creating opportunities. Our values define everything we do: we are committed to building and strengthening trust and relationships; collaborating with others and being innovative. With all our work we strive to learn - and encourage learning - through our actions.

We achieve our aims and objectives by:

- advocating and supporting the growth of active citizens and social connectivity
- nurturing a membership of grassroots groups and organisations through our core offer
- working strategically

In all areas of our work, we strive to push our three key concerns:

- Reaching and supporting grassroots activity – COVID-19 has brought home the fundamental need for a robust infrastructure to better support and enable grassroots organisations to succeed. Since the beginning of our relationship with the Esmée Fairbairn Foundation, this has always been a priority for POP. And since then, we have continued to invest in developing people's skills; in building and supporting networks; in collaboration; in providing small pots of funding to launch and fund grassroots initiatives and in engaging the change makers of the future.
- Diversity and inclusion – POP strives to be a place, and an approach, where everyone has a voice. We have observed that some people and their ideas may not be as 'loud' as others. We recognise this. We continue to try out new methods which we hope will include and empower more people, particularly those who may feel 'sidelined'. Earlier this year, for example, we experimented with a radical new method of selection. The 'Mini-systems Fund' employed a digital spinning wheel which randomly selected the winning collaborative projects.
- Participatory processes – POP is firmly convinced that we can only hope to solve complex social and environmental challenges by working together: in everything we do, we champion open; collaborative; peer-led participative processes and decision-making.

Grant-making policies

POP's grant-making policies align with our core value: to strengthen grassroots organisations; voluntary organisations; charities and social enterprises through collaboration. We continue to test new approaches focusing on trust and collaboration. and in creating, what we believe, is the necessary environment that allows trust and collaboration to flourish.

Our grant-making policies continue to be shaped by our beliefs and values:

The biggest issues - environmentally and social - are complex.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

No single actor or set of actors can create the change we need.

Networks and collaboration at a citizen and organisational level, and the behaviours required to be effective, are most likely to allow the changes to emerge.

Traditional funding processes destroy, not foster collaboration.

We sincerely hope that the examples we have set, and the impacts we have had, when seen by other funders, might lead to a greater change in how funding is used in Plymouth and further afield.

As part of our commitment to experiment POP is constantly investigating and questioning the methods we employ; seeking feedback from our members and our colleagues so that we continue to evolve. Current processes can be found here <https://support.plymouthoctopus.org/pop-funding>

ACHIEVEMENTS & PERFORMANCE

At the start of 2021 we carried out a comprehensive review of our work

<https://www.plymouthoctopus.org/wp-content/uploads/2021/05/POP-2021-Summary-Learning-Report-FINAL.pdf> and from this we set the following priorities:

- Tell and 'live' the story of collective success
- Be the champion of grassroots and community development
- Build connections and support effective networks
- Develop co-design expertise
- Support learning, skills, and capacity building
- Bring other funders alongside
- Double down on digital

Throughout 2022 and 2023 we continued our commitment to these priorities:

Tell and 'live' the story of collective success

This year we commissioned Take a Part to work with POP, its members and the wider charity & social enterprise sector to take a creative investigation exploring collaboration. Here are the results: <https://www.plymouthoctopus.org/pop-commission/> .

We have continued to produce our 'POP Page' highlighting the amazing work of our members and the support we provide to help them do this. [Newsletter – Plymouth Octopus](#)

Champion the grassroots and community development

We started to develop our <https://plymouth-impact.softtr.app/> webpage to better demonstrate the size and impact of the sector. This will support POP to demonstrate the size and breadth of the VCSE sector operating in Plymouth, together with patterns of funding.

We are also:

- Working with Zebra Collective to support the Community Builders in Plymouth through a Community of Practice.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

- Continuing to support the Devon VCSE assembly system
<https://www.plymouthoctopus.org/voluntary-community-and-social-enterprise-vcse-assembly/>.

Build connections and support effective networks

One of the actions POP has taken is to establish Neighbourhood Networks to create better links between hyper local groups and organisations connected around place. Currently numbering ten networks, as they establish themselves, these networks are starting to receive greater recognition.

We have started to map the networks members. See live data here:

<https://support.plymouthoctopus.org/network-map>

Develop co-design expertise

The Belong in Plymouth programme has been co designed with many stakeholders involved including Livewell, The Community Empowerment Operational lead within Plymouth City Council, University Hospitals Plymouth, and several key voluntary organisations representing young people as well as those from diverse backgrounds. It is rapidly learning what factors support collaboration, how to work practically in an emergent way with a very distributed network, how to make decisions and administer finance. It is supporting relational building amongst a larger group of stakeholders in the city including those working in statutory and health within the VCSE, creating links and opportunities for action. The work has continued apace this year with some significant learning coming up about how best to deliver a programme in complex environments. More information can be found here: <https://belonginplymouth.org.uk/>

Support learning, skills, and capacity building

We have redesigned our delivery this year and we are testing new support particularly around coaching and relational practice.

- The big news for this year has been the renewal of the main grant from Esmée Fairbairn Foundation to continue for another 3-5 years. We maintain good links with our colleagues working in Barking & Dagenham and Gateshead, similar geographic areas to Plymouth with similar collaborative funding priorities.

Double down on digital

Over the last year we have continued to experiment with new methods of digital applications. Within Belong in Plymouth we are using groups.io which is proving effective at communicating in an open and transparent way. We have also used Quirkos to support us with coding the community conversations recorded by our community researchers. We also made a major shift in our CRM system, moving from Salesforce to Airtable and linking up to Softr. This has massively increased and improved our ability to streamline our processes and to publish our data live for others to see. Twilio remains useful for Ideas into Action and kumu for mapping connections and systems. At the end of the year, we launched a collaborative approach to some small-scale experimentation with SMS to reach further out into the community.

The main observation around our experiments with different digital platforms is that the best approach would seem to be in small experiments which appear to be the only way to move forward without having to

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

rely on the significant level of investment that large tech companies would have access to This approach also makes it easier to collaborate and work cooperatively.

Demonstrating our impact

The adoption of Airtable and Softr make demonstrating our activity much easier. This will free up capacity to think more deeply about impact such as recording specific case studies – such as the experience of a group of Eritreans living in the Efford area of the city who attended a meeting of the Efford Neighbourhood Network. POP is now helping them with advice on starting up; identifying other organisations which might help to support them and where they might likely apply for funding. This is just one example of many micro grassroots projects that we helping to nurture and are subsequently able to flourish because of POP and the relationships gained via networks.

See finance report – more detail here: <https://pop-finances.softr.app/>

Activity report attached – more detail here: <https://popactivity.softr.app/>

Working nationally

POP remains active at a national level, advocating for grassroots activity and the infrastructure this needs together with the shifts in funding practices needed to create a culture of collaboration. Losing control: core members of the Losing Control in Funding Network <https://www.losingcontrol.org/>

Statement of public benefit

Our main activities - and who we try to help - are described in this report. All our charitable activities focus on the support for grassroots organisations, voluntary organisations, charities and social enterprises in order to further our charitable purpose.

for the 12 month period ended 31st March, 2023

LEARNING AND EVALUATION

REFLECTIONS ON APRIL 2022 - MARCH 2023 – WHAT HAVE WE LEARNT?

POP builds learning and reflection into all our work. Most important to this is the culture of collaboration and way we work together. The reflective practice, openness and honesty we encourage throughout our work allows all voices and opinions to be shared and explored, which in turn, enables the work to evolve. This learning culture works effectively with the feedback we seek from partners and members and other data and information sources to create an adaptable and responsive organisation.

Collaboration

Collaboration is at the heart of everything POP does. Here are some of our big collaborative successes:

- Unify Plymouth – POP has been at the heart of this collaboration with Plymouth City Council, Transforming Plymouth Together, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator.
- The Belong In Plymouth initiative is one of five projects nationwide that are exploring how to tackle complex health inequalities <https://www.kingsfund.org.uk/projects/healthy-communities-together>. The collaboration work between POP, the NHS, Statutory Services, the VCSE and citizens currently taking place is heavily focused on being led by the grassroots. One of the reasons for this, is that we know from our values and our experience that we can create change through innovation. We have challenged traditional approaches especially when we have felt that the voices of citizens have not been properly heard. We have used our experience to help larger organisations find a better approach to some of the complexities and struggles of different systems. We have collaborated around the need to reduce attendance at hospital Emergency Departments; worked with Public Health to add our story to a bank of city-wide stories built closer relationships with people working in different sectors so that we might better communicate with each other and learnt from working with our own diverse team of stakeholders about what makes effective collaboration. E The Plymouth Recovery and Empowerment Group.
- The Plymouth REG Collective, funded via POP Collectives, employs a method of learning around mental health recovery that is unique; radical and successful. It brings together - as co-producers - experts with lived experience with experts working in the profession to deliver a series of mental health and wellbeing workshops which are open to all and free-of-charge. The REG consists of several mental health organisations, including Livewell Southwest; Devon Mind and Colebrook Southwest along with several peer-led projects in Plymouth, such as Marbles Lost and Found; Hope in the HeART and Truwellbeing who, working collaboratively, aim to increase the level of 'learning' about mental health recovery and, in doing so, increase the rates of recovery across the city. The work is proving so successful its informing city policy making concerning coproduction and research studies. The clinical psychologist leading the project, says it is a unique learning opportunity and an extremely powerful one:

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

“Not only does it give those who have experienced mental health problems the chance to lead others, but research shows that participating in a learning environment such as this, helps them in their own recovery.”

Strengthening skills and capacity

This year the POP ideas team continued with three overarching themes:

- Getting started quicker and better
- Improving your chances of getting funding
- Making some noise

All the training opportunities delivered by POP ideas was built around this:

<https://www.plymouthoctopus.org/training/>.

Learning from our previous experience and that of our members, the POP ideas team now delivers a more bespoke service to each of its clients. There are fewer, scheduled face-to-face workshops and, instead, POP ideas has developed a training package of online webinars (with additional resources). These enable our clients to access them whenever they want and as often as they want. Our members have provided us with positive feedback about our webinars, confirming, that they are a welcome addition to the POP ideas training ‘package’, and that they have been particularly useful to those new to the VCSE and/or those looking to set up a community project for the first time. Given this feedback we have improved the existing webinars by breaking them down and putting them into segments and we have commissioned a further webinar on simple business planning which will be available in 2023/24.

Changes: the need for digital skills training has increased whilst those of financial management, volunteer training and board development has decreased. Based on this, our priorities for next year are:

- Funding advice
- Social impact advice
- Contracts and networking
- Digital skills and advice

POP ideas is constantly seeking to improve its training provision and the way we deliver it. We know that many of our members have limited resources - particularly regarding their ‘time’ - and so we are always looking for ways to accommodate their needs and provide useful content that is both convenient and of value to them.

Responding to this, this year we trialled delivering fewer ‘lengthy’ training workshops and, instead, each month delivered an online workshops, of between one and two hours, on a variety of topics including, various digital tools, social media marketing, and website building. The uptake and feedback on these shorter skills workshops were very positive and so we will continue with them, as part of our training provision, next year.

for the 12 month period ended 31st March, 2023

This year has also seen the POP ideas team work closely providing capacity building support to the Belong in Plymouth initiative. Following conversations with groups and organisations involved in the project workshops were delivered throughout the year, such as, trauma informed practice; skills needed for collaboration; active listening; emotional intelligence; inclusive communications and EDI practices. Everything that we do is subject to evaluation and feedback. We are constantly reflecting and looking for ways in which we might improve our provision. We know that it is really important to our members, we want to keep it this way.

Funding

The main theme with the 250-a-POP and Collectives funding streams this year was consolidation. Through the Learning Champion role, POP was able to observe a range of working practices, shapes and styles of collaboration. The data collected will influence changes that need to be made in the structure of the Collectives process next year, in 2023-24.

We learnt most from the Ideas Into Action initiative. POP decided that we wanted this fund to continue after our relationship with our previous funding partners had ended. As a team, we have learnt a great deal about the technical aspects of operating a fund for individuals that puts a high value on trust and individual agency. While we had only three participants POP is committed to continuing with it: Ideas Into Action funds projects that would struggle to get resourced in a more traditional format. While POP hoped to re-launch this fund with a focus on supporting the actions of young people, it is, as yet, unclear if this is a good idea and/or that our message (to young people) is effective. We are still learning how to best communicate that this fund is about the need for trust and collaboration between participants and not merely an easy way to fund community projects. POP also had the opportunity to learn through funding processes by running the Mini Systems and Cost of Living Fund. We have published several blogs about our 'learning' at <https://www.plymouthoctopus.org/system-culture-change/>

Significant things we have learnt:

- One size does not fit all – there are no 'Swiss Army Knife' style tools for funding that delivers equitable and collaborative results in all circumstances. Funding, to be most effective, requires bespoke solutions that work on specific problems.
- Networking beats rules – You might think that what's needed are more inclusive models of funding but we have, repeatedly, found that what's more effective is creating and building relationships that work towards greater networking. We have found this more important than attempting to create 'perfect' systems.
- Collaborative application processes are possible – POP's experiments have shown that interesting things happen when application processes include elements of networking and collaboration. Such processes are not always comfortable, but they do seem to generate new relationships, ideas and ways of approaching problems.

NURTURING OUR MEMBERS

POP ideas – POP's capacity building service

POP ideas is a service that provides advice for small; large; new or established voluntary, community and social enterprise organisations in Plymouth. It is a partnership service delivered by POP and Iridescent Ideas CIC. <http://www.plymouthoctopus.org/>

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

We are proud to have maintained excellent quality of provision this year with 84% of survey respondents saying that the service is 'excellent' or 'good'.

This year we have worked in partnership with the Office of the Police and Crime Commissioner for Devon and Cornwall in delivering the Keyham Community Sparks funding. This enabled a further 25 grassroots community projects to be delivered by the people and for the people of Keyham. POP ideas also played a role in providing capacity building support to the grantees, with the impact of supporting groups and organisations beyond the life of that funding pot.

This year we held our first face-to-face Plymouth Fundraisers Network meeting since the Covid pandemic. Over 20 community groups attended and positively welcomed the opportunity to be in a room to share successes and struggles with peers.

The POP ideas training workshops continuously seek to meet the needs of the voluntary and community sector. This year we partnered with Francis Clarke and QuickBooks for the first time to deliver a training workshop on QuickBooks and Xero. The feedback was extremely positive, and we will be repeating the workshop in September 2023.

We continue to evolve our delivery methods to provide useful content in new ways that fit people's time and other commitments.

Case Study: WonderZoo



"For an organisation like us the support from POP ideas is fundamentally important because it has helped us create who we are, it has allowed us to do the events that we do and help us reach communities that we might have struggled to do otherwise."

WonderZoo is an audacious and uncompromising storytelling adventure infused with 1920s surrealism and punk DIY ethics. It attracts like-minded folk, gathering amiable people of a diverse range of talent, literary flair and creative nous. POP ideas provided funding support and mentoring.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

POP ideas impact 2022 – 2023

- This year we have supported **124** organisations with 1:1 advice. This includes community groups, voluntary sector organisations, social enterprises, charities, community businesses and more
- **£484,100** raised in grant funding (from other grant makers) from **11** successful funding applications supported
- **84%** of our clients have reported the POP ideas service is 'excellent' or 'good'
- **63** community groups and organisations have attended **17** training sessions on topics such as, legal structures, funding, financial management, social impact, volunteering, marketing, and digital skills

Outcomes & feedback 2022-2023

- **90%** felt better informed about relevant developments
- **73%** felt more confident applying for funding
- **81%** said their skills had improved
- **53%** felt better at proving the difference and impact they made
- **65%** had stronger foundations in place for their work (e.g., a constitution or legal structure in place)
- **57%** said they were delivering a better service for their clients

Positive comments

There were many positive comments made about what POP ideas is doing well, including:

- The funding workshops are very helpful, the newsletter is very helpful especially links to funding streams
- I have found all individuals I have consulted extremely helpful, encouraging and affirming
- Gave me a good list of funding providers to approach
- Clear easy to find and access
- It's been great to have POP ideas in Plymouth. It has helped so many groups, including our own

Areas for development

Some constructively critical comments were recorded. No obvious themes emerged but substantive comments included:

- Need more awareness of the service
- More ICT training
- Help with trustee recruitment
- Improved website and newsletter

Cumulative impact since 2014

- **£9** million raised from **284** successful funding applications supported
- We have delivered one-to-one advice to **635** voluntary, community and social enterprise organisations in the city
- More than **600** Plymouth-based community groups and organisations have attended more than **185** training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding

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Case Study: Mutley Greenbank Trust



"POP ideas is really really good, they are a lifeline for community and voluntary sector organisation out there and I really do hope they are able to support organisations like ours."

The Mutley Greenbank Trust is a local charity that provides youth and community projects in the areas of Mutley, Greenbank, Mount Gould, and Lipson.

Their work is made possible by a fantastic team of qualified staff and dedicated volunteers who work throughout the different projects to make their life-changing work possible.

POP ideas provided project planning, funding advice and support is ongoing.

Future Plans

- Deliver more 'bite-sized' short, specific training workshops –our feedback shows clients valued this approach.
- Enhance and develop a digital offering with a range of training and development options.
- Deliver a new membership offer that is affordable for all groups.
- Continue to deliver expert support and guidance to strengthen community grassroots activity, so it is more sustainable, more effective and in a position to be able to network and collaborate.

for the 12 month period ended 31st March, 2023

NETWORK SUPPORT & DEVELOPMENT

POP has increased its involvement in networks across the city: there are some in which we sit alongside other members, and others which POP has itself established to fulfil a need. Although there are several networks that we facilitate, it is our aim that all networks should be able to sustain themselves at some point in the future. The Children and Young People Network: POP is the coordinator of this network of approximately 200 individuals and organisations. The networks' work this year has been working with PCC Violence Against Women and Girls commissioner (Meghan Field) creating a coordinated approach in delivering the commission's findings. The network meets in person every three months.

The Community Sports Network, with approximately 100 individuals and organisations, is also co-ordinated by POP. This year the network has worked in partnership with Plymouth City Council and Active Devon on its "Active to Thrive" action plan. The network meets every three months.

The Community Heritage Network has moved back to face-to-face meetings, The network is led by Dr Alan Butler. The network has been active in: LBGT+ history month; the Community Archives & Heritage Group; working alongside colleagues at the Box and, of course, in the High Street Heritage Action Zone initiative.

The Plymouth Community Group Support Network: this is a Facebook group facilitated by POP. It has over 500 members. Its members are people who work/volunteer in groups across the city. POP uses this Facebook group to communicate and disseminate information to other community organisations active across the city. It averages two posts per day. It is a closed group and a useful method of communication for us. In the period between the 1st of January 2023 and the 26th of July 2023, 262 of its members either liked or commented on its posts.

The Growing With Nature network is a collaboration between PCC green minds programme, Food Plymouth and POP. It has over 40 groups and holds four events a year in locations such as Diversity Business Incubator, YMCA, snapdragons and Market Hall.

The Mapping Network. (This group of people collect information about what is going on in their area of expertise be that geographical or 'themed') The participants of this network have moved towards POP's network facilitators forum network which meets regularly, providing information and support for people who are running and/or developing the individual's networks. Each meeting has a theme and often there is an 'expert' on hand to help to discuss a particular topic, such as, network mapping, defining the network purpose, using digital tools. This network has expanded to 34 people across neighbourhood and thematic areas.

POP has provided support to the Network Facilitators Forum with:

- POP Ideas training & workshops
- POP Bites themed networking events

Other networks in which POP is involved:

- Environment Plymouth (and Plastic Free Plymouth)
- The Plymouth Fundraiser's Network
- The Refugee and Asylum Seeker's Network
- The Plymouth Social Enterprise Network

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- Diverse voices network
- Food Plymouth
- Trauma informed network
- Plymouth Food Aid Network
- Anti-Racism Allyship Network

Individual (geographical) Neighbourhood Networks particularly:

Ernesettle Community network. Although a well-established neighbourhood network, it carried out a network review earlier this year supported by POP to identify what they want to achieve and how it might work. There are 19 groups, councillors and residents currently involved in the network. They have organised a Coronation event and are planning bonfire events, using some POP Collective money

Plympton is being led by the community worker from the Wellbeing Hub at the Rees centre through Barnardos. POP is there to support and provide advice when necessary. It has members, from local community groups; schools; civic association; councillors; police; faith and sports groups

Crownhill. This is a new developing network, come together to try to protect a green area for local residents but had already organised a Coronation event together. It has local residents leading it. POP and the local community builder have been working together to support this emerging network

POP is also involved with the following neighbourhood networks: Devonport; Hooe; Ernesettle; St Budeaux; Keyham & PL2; Glenholt; Stoke and Whiteleigh; Efford and Lipson; Mannamead. Other emerging networks:

- Mutley & Greenbank
- Plymstock
- Southway

Plymouth Mental Health Collective

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EVENTS

POP continued to offer a range of events to engage our members ranging from themed events with a speaker to more informal chatty online sessions.

AGM - “Working Together For Impact”



- The highlight of our events was our annual all-day AGM in October 2022. As ever, we wanted to offer an innovative experience for our guests so organised a hybrid event around the theme “Working Together For Impact” to review what had worked well and to see what our hopes and dreams for the future of Plymouth might be.
- We were delighted to welcome Lili Hristova who travelled down from the inspirational London borough of Barking & Dagenham and Celia Watson of Greenwich Hospital (a charity supporting Royal Navy and Royal Marines) to see us in action. For several years now, POP has regarded B&D as our ‘place-based’ twin so it was really rewarding for us to host them and others joining via Zoom.
- We invited people to think about what helps and hinders ‘collaboration’ and asked ourselves to consider our ‘challenges’; our ‘gifts’ and that which we have ‘in common’. We worked together as one; in smaller groups and as a fishbowl – we started with a few strategically placed chairs in the centre of the room with a few speakers, who were then replaced, as and when individuals in the room wanted to add something of interest or ask a question. Our compère for the day, Mark Rowles from the Four Greens Community Trust, did a brilliant job.

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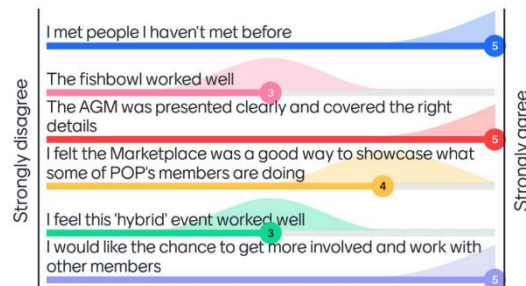
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- Earlier in the day, we had a screening of the 'taster' film, commissioned by POP to show the work of the projects of The Collectives Fund, created from The Hundred Hands and Phil Rushworth of Take a Part updated us on their investigation – again commissioned by POP – into what makes a successful collaboration.
- The afternoon continued with 2 workshops organized by Take a Part bringing people together to have deeper conversations about collaboration whilst enjoying some fun and creative activities.

Please agree/disagree

Mentimeter



POP BITES

- This is our bi-monthly speaker event for members who also benefit from the fantastic networking opportunities. We've had a mix again of in-person and hybrid to ensure we can get as much engagement as possible. Our May event was held at the Plymouth Aquarium with a theme of the Environment and Green Action and were thrilled to have inspirational speaker, Antony Jinman, renowned polar explorer who shared some of his amazing experiences and also told us about the newly opened Climate Hub in Plymouth. Jackie Young from Environment Plymouth shared some great ideas about what we can all do in our community groups to make a difference.

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- Other themes were Nature, Wellbeing and Mental Health – with speakers from the South West Coast Path and South Devon AONB

POP CONNECTIONS

- These are bi-monthly more informal online networking events for our members. We have a discussion around topic and invite one or two of our member organisations to tell us about their projects. We also break up into different ‘rooms’ to encourage networking between the different participants. Topics have included: Community Radio; Volunteers; Social Isolation, Loneliness and Neighbourhoods

POP OUTREACH

- This year, for the first time, we divided all the Plymouth wards into geographically-grouped areas so that we might cover most of the city. These are a favourite for the team to get ‘out-and-about’ while enabling people to come and visit us where they live. People can meet the team, learn about POP and hear about the different in which we may be able to support individuals and/or organisations.

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FUNDING

2022-23 was a growth year for POP's easy access, participative, collaborative and experimental approach to funding. Both the £250-a-POP and Collectives funding streams saw significant increase in uptake from the previous year. The combination of innovative funding experiments and a relational reporting and evaluation process meant that POP generated new, evidence-based insights into the practicalities of grassroots funding that were shared at both a local and national level.

Detailed information about the funding transactions that POP made between April 2022 and March 2023 for £250-a-POP, Collectives, Mini Systems and Keyham Sparks can be found at bit.ly/3r1a0Ks

POP COLLECTIVES



The number of POP Collectives that successfully completed the application process doubled in 2022-23 from 13 to 27 collectives. The fund paid out £135,000 in this year to groups of organisations providing social or environmental benefit for Plymouth. The decision to allow organisations to be part of more than one collective and to re-apply to the fund meant POP has been able to observe how collaborative relationships and projects evolve and gather momentum.

The application forms for each POP Collective can be viewed at <https://support.plymouthoctopus.org/funding-details?recordId=recHw9DYbYyGkiZvC>

There were 76 organisations that were connected to the 27 successful collective applications. Collectives decide their own expense policy, so not every organisation connected to a collective will receive financial benefit from the fund. 11 organisations were involved in multiple collectives in 2022-23. Of the 76 organisations involved in Collectives, 24% were micro sized organisations (Under £10k turnover) and 59% were small sized organisations (between £11k and £100k turnover).

£250 A POP

£250-a-POP continues to provide vital grassroots support through an easy to access micro grant fund that pays expenses up to £250. Between April 2022 and March 2023, ninety-three grants were paid to different individuals/organisations. Seven organisations received two rounds of funding. The total amount funded through £250-a-POP in this financial year is £22,310 an increase of more than £6,000 from the previous

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(financial) year. Of the organisations who received 250-a-POP funding we believe that 54% were micro-sized (under £10k) organisations and 38% were small-sized (between £11k and £100k). Red Velvet Cinema, which hopes to reduce loneliness and social isolation among older people, applied for the £250 to help pay for their Christmas lunch.

Detailed information about what £250 a POP grants have been spent on can be found at <https://opencollective.com/250-pop>.



“Thank you to Plymouth Octopus for our recent funding of £250; seven sessions of venue hire at our Friday Community Singing session in Moments Cafe. It's a really popular session and we are so grateful to be able to continue singing for fun and to improve mental well-being.” - M.J. founder of Soul Singers CIC

IDEAS INTO ACTION (Formerly Street To Scale)

Street to Scale did not run in the first half of the year due to capacity constraints with our funding partner Ratio. The agreement was that POP provided the funding for the grants but Ratio did the administration and rule setting. We worked together to try and get the fund running again and were able to fund one project. However, it became clear that the capacity constraints still existed. POP still saw the value in this type of funding for groups of individuals collaborating on projects. We decided to take the idea and take on the administration of grants and launched Ideas Into Action. To the end of March 2023, Ideas Into Action funded three projects £1,000 each. . This enabled a group of students to run artistic workshops that respond to climate change, a group from Southway to establish a bank for baby clothes and equipment, and a group of women from diverse ethnicities to provide catering at community events.

MINI SYSTEMS

Plymouth City Council offered POP the opportunity to collaborate on a project that would allocate funding to organisations working in Community Wellbeing and Suicide Prevention. Beyond the £60,000 budget for the project, POP saw that extra value could be generated by learning from an experimental application process. Through the summer of 2022, 28 organisations expressed interest in an open application process. POP invited organisations to network and generate ideas for collaborative projects. Eight separate project ideas were established. As these projects were all new and untested, and the area of interest was wide, traditional

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decision-making processes could not be trusted to identify what ‘the best’ project might be. Instead, the eight collectives were put into a computer-generated lottery process, with one group being awarded £40,000, and four groups being awarded £5,000.

COST OF LIVING FUND

Between January and March 2023, POP administered a fund in partnership with the charity OneDevon. Working with local partners across Devon County Council; Plymouth City Council and Torbay Borough Council, it’s aim was to provide more money to those voluntary organisations that support people who have been disproportionately affected by the cost-of-living crisis. As with Mini Systems, POP did not trust traditional decision-making processes to identify which were the most appropriate projects to allocate funding to. POP invited representatives from each organisation who had applied to a stakeholder meeting. At this meeting, applicants were invited to set priorities for how the fund should be spent. POP developed an objective metric to compare projects against what stakeholders said should take priority. This measurement was combined equally with a popularity vote amongst stakeholders to decide which projects were funded. In total, 15 out of 27 projects that applied to the fund received a grant.

KEYHAM COMMUNITY SPARKS



As part of the city-wide response to the tragic events in Keyham in August 2021, POP was invited by the City Council to administer distribution of the Keyham Sparks Fund. In 2022-23 there were two rounds of small grants funding available through this scheme. Round Two ran from March to June 2022. Round Three ran from July to October 2022. The small grants of £500 were decided by a panel, consisting of a POP employee, a ward Councillor, a member of Keyham Neighbourhood. and representatives of the funder. Between the two rounds of funding available in this financial year, 24 grants were awarded to 21 organisations with a value of £10,845.

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ACTIVE CITIZENS AND SOCIAL CONNECTIVITY



Positive People Devon

End of Project Summary

2022 was a productive and dynamic year for the Positive People project. We focused on peer development, collaborating with Natasha in Torbay, and recruiting and training Peer Support Coordinators. Our efforts were directed towards offering diverse opportunities for in-person and online events and workshops, fostering growth, and providing valuable support to participants.

Q2 (Apr-Jun) 2022 - Progress Highlights and achievements:

- Continued focus on peer development, collaborating with Natasha in Torbay.
- Offered various in-person and online events and workshops for peer development and community engagement.
- Supported Others Workshop delivered in Torbay/Plymouth.
- Conducted various workshops on topics such as Understanding Anger and Building Body Confidence.
- Engaged in co-designing and co-writing meetings, internal volunteering, and peer support meetings.

Q3 (Jul-Sep) 2022 - Progress Highlights and achievements:

- Successfully recruited four Peer Support Coordinators for Plymouth and Torbay who started in September on 6-month contracts.
- Offered a range of in-person and online events and workshops, including self-development courses and radio broadcasting.
- Delivered workshops on Embracing Vulnerability, Motivation, and Managing Stress.
- Facilitated self-esteem courses and engaged in internal volunteering activities.
- Strengthened partnerships and shared learning with various organizations and Plymouth City Council's Changing Futures project.

Q4 (Oct-Dec) 2022 - Progress Highlights and achievements:

- Focused on peer development, innovation, and genuine co-production opportunities.
- Offered diverse in-person and online events and workshops, including holiday-themed activities.
- Delivered workshops on Surviving Christmas, Weathering Winter, and Building Better Habits.
- Engaged in radio broadcasting, pottery experiences, and supporting peers with referrals.
- Explored collaborations with community groups, Knitting projects, and The Box Museum.

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Q1 (Jan-Mar) 2023 - Progress Highlights and achievements:

- Focused on one-to-one support to ensure participants' community connections.
- Offered a mix of in-person and online events and workshops, focusing on coaching and facilitation skills.
- Conducted workshops on Facilitation Skills and Introduction to British Sign Language.
- Continued sharing learning with partners, Plymouth City Council, and Improving Lives Plymouth.

Conclusions: Throughout the year, the Positive People project made remarkable progress in peer development, community engagement, and fostering partnerships. We successfully offered a wide array of workshops and events, creating a supportive and inclusive environment for participants. The highlight of this project was empowering peers by employing them in POP and providing real opportunities for them to progress into paid employment as well as providing meaningful opportunities for personal growth and community connections.

Unify Plymouth

Unify is a partnership of Plymouth City Council, Transforming Plymouth Together, Plymouth Octopus Project, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator to try and make 'diverse' communities more cohesive. Specific focus was given to Devonport; Honicknowle; St Budeaux and Efford. Community Cohesion Partnerships have been set up and invited to draw up a vision statement for their area.

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RUNNING A NIMBLE ORGANISATION WITH STRATEGIC IMPACT

Reflective Practice - the evolving story

Reflective practice has been developed with the POP team ethos very much in mind i.e., working horizontally so that the process is inclusive. The whole team (which includes employees and Associates) is encouraged to shape the Reflective Practice itself, mirroring the ever-evolving practices and nature of POP. The framework includes the solidity and boundary of a regular scheduled time, and crucially, the negotiation of what constitutes a safe space. Outside of that solid and grounded framework, a fluid and adaptive process has emerged.

In December 2022, the process moved from the shorter monthly reflective space to a quarterly (in person) review/reflection. These sessions are currently three hours long, but may extend... Within this reporting period, two quarterly reviews have been held.

Reflective Practice in Action

Quarterly Reviews:

- The sessions included a settling mindfulness practice, with brief check-ins along the way.
- The session ends with a reflection on the review itself – this feedback helps to shape the following session(s). The regular item is to review the past three months work – what has happened and what key decisions have been made.

The rest of the sessions are a mixture of experiential and discussions – a few examples below:

- Where does the POP team begin and end?
- Learning (next three months)
- Difficult conversations – experiential

An item of lightness is also included in the sessions e.g.

- Appreciation: the team shared a quality they appreciated in each team member (written) and/or what their key achievements were and what they contribute to the team.

The sessions have had mixed reviews, and part of the reflection here is for that to be ok too – to respond and adapt so that everyone feels heard.

Our intention in holding these reviews is, in part, to capture our work and processes, and foster cohesion within the team. We hope by doing so, we carry this way of working quite naturally in our collaborations with the VCS and our strategic partners.

SPINDL – trading arm with Torbay Community Development Trust

Towards the end of 2021 we started exploring the potential of a partnership with Torbay Community Development Trust which would aim to offer training, support, advice, coaching and mentoring and 2022-23 has been its first year of trading.

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WORKING STRATEGICALLY

Belong in Plymouth - Healthy Communities Together



Plymouth is one of five projects nationwide exploring how to best tackle complex health inequalities, funded by The National Lottery Community Fund and The Kings Fund:

<https://www.kingsfund.org.uk/projects/healthy-communities-together>.

We have been part of health initiatives seeking to follow a person-centred, co-design process including working with the Older Citizens partnership, Mayflower PCN, The Frailty Team, Plymouth Mental Health Collaboration, Action Learning Sets on Public Health Management, Quarterly meetings with Healthwatch Plymouth and work in specific neighbourhoods led by Public Health. We have been advocating and demonstrating how the voices of lived experience are a crucial and often missing part of these meetings and have run pilot meetings of our own in which we have invited equal parts of health, statutory, VCSE organisations and citizens with lived experience of health inequalities.

In addition to health collaborations, we have been reporting to the LCP, meeting with the HDRC and generally building cross sector relationships to amplify the call for the person to be at the centre of any work done to support their needs.

Our online networking site is transparent and accessible and has grown from 98 to more than 200 members since June 2022.

We have trained over 60 community researchers and collected more than 80 stories from local people on how they feel like they 'belong' in Plymouth, based on their own lived experience. These stories have been split into fragments from which factors are being drawn out to make this qualitative data more easily accessible by commissioning services.

High Street Heritage Action Zone

The HAZ Community Engagement plan (CEP), delivered in partnership between POP and The Box, is creating an infrastructure that supports communities to learn about the city centre's historic post-war Plan for Plymouth, as well as helping local people develop their own projects and events.

POP is working with the community in two ways both of which are aimed at increasing engagement with, and the understanding of, our city's unique civic heritage. Firstly, by supporting the monthly meetings of the Heritage Network, and targeting a type of community and engaging them in an exciting and free programme

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of walks, talks and community events throughout the year. And, secondly, working with The Box on the provision of a fund exclusively for this part of the city centre - The High Street Sparks Fund.

This year also included a large community event in March at The Box which brought together all those that had engaged with the programme during the year from various community events around the city.

Delivery and communications on the programme had to be modified and adapted this year due to the sensitivities and high-profile surrounding tree felling in the city centre, an area adjacent to the heritage action zone.

Working with our colleagues at The Box, POP is committed to seeking new ways and better ways to engage with more people – and a greater diversity of people – than conventional community engagement models might traditionally reach. It is our hope that those citizens with whom we engage become better-informed and more likely to be involved in the HAZ initiative and for a greater length of time.

OTHER NOTABLE WORK

Attendance at key meetings

POP continues to represent the grassroots sector and wider VCSE sector at the Inclusive Growth Group and the Local Care Partnership Delivery Board. This year POP was a judge on the West Country Women Awards as part of a panel drawn from the Inclusive Growth Group.

Plymouth Partners & Funders Forum

POP has continued to host this forum which brings funding providers together in partnership every quarter to share strategic and creative dialogue.

Plymouth Cost of Living Taskforce

POP supported the strategic partnership taskforce through the winter by sharing intelligence from both the community and funders. This informed local authority decision making and contributed to partner delivery.

The needs of the city and progress of the taskforce was also communicated back to the Regional Funders Forum which informed their local decision making.

YMCA My Future – Mentoring Youth Programme

My Future is a youth programme that helps guide and support young people through mentoring to raise aspirations and the chance of a better future. POP mentored a young student from the YMCA Discovery College over the full academic year. Mentoring support was provided monthly on the world of work, employability skills, producing a CV, passing their driving test, confidence issues, and exam revision. The programme also entailed peer mentoring support via networking which raised the profile of POP within the city's private sector.

Public relations

Our associate, Caroline Blackler, continues to write a steady stream of content for the monthly POP page featuring, for example, POP's own work; the service we provide to our members along with our relationship with our members; the wonderful efforts of our members and the many ways in which we are all making a difference across the city.

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The content is also included in the monthly mailings; on our social media channels and, where it has been possible, on community noticeboards.

Caroline has promoted the different funds which POP is involved with or delivering: Keyham Community Sparks; the Cost of Living Fund; £250-a-POP; the POP Collectives Fund and Ideas Into Action providing information and contact details encouraging people to apply. Through our communication channels we have profiled the work of many POP members including, for example, the Tree Project; the Plymouth Baby Bank; Timebank; the Girls to Women Project and Soul Singers.

As POP has taken to the streets with its monthly Outreach events so Caroline has sought to include content from these communities. Caroline has then printed the page and visited the areas to get the printed page put up and noticed on notice boards! There are several challenges involved with this which she is still trying to overcome, such as, in some cases, locating the person who might have the key! POP continues to send a weekly Monday newsletter to its members. The newsletter contains a wealth of news and information, not just from POP, but also that of our members, partners and funders. What's more it is a portal through which anyone can send in material about their own projects and news which can be shared with all our contacts.

 POP Building strong grassroots organisations, charities and social enterprises in Plymouth Support Bubble Barefoot Bows Out POP Outreach	 POP NEWSLETTER April 2023 The Ocean Publishing Partnership POP Collectives Update The Social Value of Banking Time
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Social Media

POP continues to have a strong presence on social media for both the Plymouth Octopus and POP ideas branded accounts. Millie Lepic also started the POP Community Guru pages on Facebook & Instagram to help establish collaborative community connections.

Over 8,000 followers to date across all platforms:

2,578 Plymouth Octopus Twitter & 1,711 POP ideas Twitter

2.1k Plymouth Octopus Facebook, 1.1k POP ideas Facebook, 266 Community Guru Facebook

646 Community Guru Instagram

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FINANCIAL REVIEW

Over the last four years POP has been in a privileged position with core funding awarded in 2018 by the Esmée Fairbairn Foundation. And we are now further privileged to have secured further core funding from Esmée Fairbairn Foundation:

- POP Core funding is £130,000 for 3 years, £50,000 in year 4 then zero in year 5.
- £300,000 grant funding.
- We have £50,000 per year for the first 2 years to explore the system shifting demonstrator.
- We have £30,000 per year for 5 years for the Learning Partner.

This year has been very positive. Overall our income was £655,241 and our outgoing resources were £718,772.

This reflects that we were spending against restricted reserves from income already received. Much of the surplus is held in restricted reserves.

Our income came from Positive People (£105k), Esmée Fairbairn (£309k), Plymouth City Council core grant of £30k plus £50k from a health focused Fair Shares fund. In line with previous years, we continued to deliver the Highstreet Heritage Action Zone, Keyham Community Sparks, Unify Plymouth and SIMPL. We also continue to hold just under £4,000 as a designated reserve for work that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership.

We hold a Contingency fund of £21,000 to cover redundancy payments and a Working Capital designated reserve for occasions of funding reductions or cessation in operations.

RESERVES POLICY

The reserves policy specifies that in the event of POP having to cease its activities, sufficient funds should be available to pay for the cost of two to three months of charitable operation to cover the wind-down period and the redundancy costs of any remaining staff. The financial position against the policy is reviewed every quarter.

- For designated reserves on occasion of funding reducing/stopping

The Trustees have established a level of free unrestricted reserves that the charity requires to bridge funding gaps to enable the charity to continue the current activities for a period of at least six months. The Trustees consider that a contingency fund of £100,000 would be appropriate. The fund currently stands at £78,000 (2022: £78,000)

- For redundancy payments should the charity cease to trade

To provide for the payment of redundancy in the event of our funding ceasing. The trustees consider that a designated fund of £21,000 would be required. The fund currently stands at £21,000 (2022: £21,000).

- VCS Emergencies Partnership

To provide for funding that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership. The fund currently stands at £3,822 (2021: £4,000)

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MONEY HELD ON ACCOUNT

The charity has held funds on account for the Hoe Neighbourhood Forum of £1,699.

RISK MANAGEMENT

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients. External risks such as over reliance on one funding source is a matter of significant focus with continued development of the rationale and description of POP's work and, more generally the role of infrastructure, in ensuring strong and healthy communities.

Over the next year this will continue to develop and be used to secure greater diversity in income.

PLANS FOR THE FUTURE

Our priorities for 2023/24 are:

- Enter the final five years of funding from Esmée Fairbairn, responding to the new funding requirements and looking towards achieving and demonstrating the long-term impact.
 - Set up a conversation around system shifting specifically focussing on community ownership of assets and funding and finance.
 - Continue to develop our practice as a funder, responding to greater constraints and increased demand on our funding.
 - Recruit a Learning Partner.
- Design and deliver the Plymouth Sparks funding
- Recruit a network connector for neighbourhoods and define our approach.
- Deliver the second year of Belong in Plymouth, the Healthy Communities Together programme.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and objects

Plymouth VCSE (POP+) was approved by the Charity Commission on 7th June 2016 and is a registered charity No. 1167515, CIO Number CE007437. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in the area of Plymouth and its environs.

Governance and trustee appointments

New trustees are elected and appointed at POP's Annual General Meetings. They are also co-opted during the year as opportunities arise, to then be elected for a full term at the AGM. 10% of members are required to attend the AGM as are the new elected trustees.

Trustees meet every month avoiding the need for sub committees to be formed.

The trustees who have served during the period under review are set out below.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Trustee training and induction

All new trustees are welcomed onto the Board and an informal induction process starts. Trustees are given access to all organisational documentation and encourage to integrate into the team.

Related party transactions and trustees' expenses and remuneration

All trustees gave their time freely and claimed no expenses or remuneration in the year.

Staff:

Gareth Baker (joined September 2022 – March 2023)
Matt Bell (CEO)
Lee Bowden-Carter (left June 2022)
Rowan Edwards
Dan Hancock (joined September 2022 – March 2023)
Stuart Jones (joined March 2022)
Claire Law
Millie Lepic (rejoined December 2022)
Chris Maccullie
Sam Norsworthy (joined September 2022 – March 2023)
Linda Page (joined September 2022 – March 2023)
Deborah Penprase
Karen Pilkington (joined June 2022)
Imogen Potter
Simon Travers

Associates:

Caroline Blackler
Rebekah Coombes
Juliette Jackson
Stephane Kolinsky
Martyn
Lowesmith
Donna Maughan
Susan Moores
Paul Read
Simon Sherbersky

Legal and administrative information

Charity Name and Number

Plymouth VCSE (POP+): registered charity number: 1167515.

Charitable Incorporated Organisation registered on 7th June 2016.

Impact of covid on going concern

2022/23 has not had a detrimental impact on the financial position of the charity. There was less of a direct impact on delivery, as life returned to 'normal'.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Trustees

Louise Barnes

Alan Butler

Andi Higginson

Josephine Bussell

Lesley Coulton

Martin Mills

Tracey Naismith

Sally Walker

Chairperson

Lesley Coulton

Principal office

Devonport Guildhall

Ker Street

Plymouth

PL1 4EL

Independent examiners

Wills Accountants Ltd

2 Endeavour House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

Bankers:

CAF Bank Ltd.

25 Kings Hill

Avenue

West Malling

Kent

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 8th November 2023

Trustee

Name:

Signature:

Plymouth VCSE (POP+)
Independent Examiner's Report to the trustees of Plymouth VCSE

Report of the Independent Examiner to the trustees
on the accounts of the Charity for the year ended 31 March 2023

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 37 to 52

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination

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

Mr Philip Wood Soutter FCCA

for and on behalf of

Wills Accountants Ltd

Chartered Certified Accountants
2 Endeavour House
Parkway Court
Longbridge Road
Plymouth
PL6 8LR

The date upon which my opinion is expressed is :- 26 October 2023

Plymouth VCSE (POP+)
Statement of Financial Activities
for the year ended 31 March 2023

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated
	Notes	2023 £	2023 £	2023 £	2022 £
Income and endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies		65,690	581,237	646,927	718,772
Other trading activities		7,790	-	7,790	-
Investment Income		499	-	499	-
Charitable activities		-	-	-	-
<i>Other Incoming Resources</i>		-	-	-	-
Total income and endowments		73,979	581,237	655,216	718,772
Expenditure on					
Costs of charitable activities		77,391	696,714	774,105	529,032
Other costs		2,313	1,046	3,359	3,119
<i>Other resources expended</i>		-	-	-	-
Total expenditure		79,704	697,760	777,464	532,151
(Net (expenditure))/net income before transfers between funds		(5,725)	(116,523)	(122,248)	186,621
Gross transfers between funds		-	-	-	-
(Net (expenditure))/net income before Other recognised gains and losses		(5,725)	(112,605)	(122,248)	186,621
Other recognised gains and losses		-	-	-	-
Net movement in funds		(5,725)	(112,605)	(122,248)	186,621
Reconciliation of funds					
<i>Total funds brought forward</i>	8	105,103	274,449	379,552	192,931
Total Funds carried forward	8	99,378	161,844	257,304	379,552

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on page 38 as required by the SORP.

All activities derive from continuing operations

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Statement of Financial Activities
for the year ended 31 March 2023

Statement of Total Recognised Gains and Losses
for the year ended 31 March 2023

	2023	2022
Excess of Expenditure over income before realisation of assets	(122,248)	186,621
Profit per Profit and Loss account	(122,248)	186,621
Grants for the acquisition of fixed assets	-	-
Net Movement in funds before taxation	(122,248)	186,621

Movements in revenue and capital funds
for the year ended 31 March 2023

Revenue accumulated funds	Designated Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Last year Total Funds 2022
		£	£	£	£
Accumulated funds brought forward	103,000	2,103	274,449	379,552	192,931
Recognised gains and losses before transfers	(178)	(5,547)	(112,605)	(118,330)	186,621
	102,822	(3,444)	161,844	261,222	379,552
Transfers between restricted and unrestricted funds	-	-	-	-	-
Transfers (to)/from designated funds	(7,362)	3,444	3,918	-	-
Closing revenue accumulated funds	95,460	-	165,762	261,222	379,552

The purposes for which the designated funds have been established are described in the notes to the accounts

Summary of funds	Designated Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Last Year Total Funds 2022
Revenue accumulated funds	-	-	165,762	165,762	276,552
Revenue designated funds	95,460	-	-	95,460	103,000
Total funds	95,460	-	165,762	261,222	379,552

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Company Number
Balance Sheet
as at 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Intangible assets			-		-
Tangible assets	4		4,347		2,930
Total fixed assets			4,347		2,930
Current assets					
Debtors	5	11,484		53,636	
Cash at bank and in hand		276,116		330,175	
Total current assets		287,600		383,811	
Creditors:-					
amounts due within one year	6	(34,643)		(7,189)	
Net current assets					376,622
Total assets less current liabilities			252,957		379,552
Creditors:-					
amounts due after more than one year			-		-
Net assets including pension asset / liability			257,304		379,552
The funds of the charity :					
Unrestricted income funds					
Unrestricted revenue accumulated funds	8	-		2,103	
Designated revenue funds	8	95,460		103,000	
Total unrestricted funds			95,460		105,103
Restricted revenue funds					
Restricted revenue accumulated funds	8	161,844		274,449	
Restricted fixed asset funds					
Total restricted funds			161,844		274,449
Total charity funds			257,304		379,552

The financial statements were approved and authorised for issue by the Board on 26 October 2023

Signed on behalf of the board of Trustees

L Coulton

Trustee

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Cash Flow Statement
for the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash flow from operating activities	11	(51,414)	135,900
Interest paid		-	-
Net cash flow from operating activities		<u>(51,414)</u>	<u>135,900</u>
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(3,144)	(2,213)
Receipts from sales of tangible fixed assets		-	-
Interest received		499	-
Net cash flow from investing activities		<u>(2,645)</u>	<u>(2,213)</u>
Cash flow from financing activities			
Interest paid		-	-
Net cash flow from financing activities		<u>-</u>	<u>-</u>
Net increase / (decrease) in cash and cash equivalents		<u>(54,059)</u>	<u>133,687</u>
Cash at bank and in hand less overdrafts at 1 April		<u>330,175</u>	<u>196,488</u>
Cash at bank and in hand less overdrafts at 31 March		<u>276,116</u>	<u>330,175</u>
Cash and cash equivalents consists of:			
Cash at bank and in hand		276,116	330,175
Overdrafts		-	-
Cash and cash equivalents at 31 March		<u>276,116</u>	<u>330,175</u>

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

1 Accounting policies

The principle accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of preparation of the accounts

Plymouth VCSE (POP+) is a Charitable Incorporated Organisation registered in England / Wales . The address of the principle office is given in the charity information on page 34 of these financial statements.

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 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

Advantage has been taken of Section 396(5) of The Companies Act 2006 to allow the format of the financial statements to be adapted to reflect the special nature of the charity's operation and in order to comply with the requirements of the SORP.

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.

Incoming Resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate.

Except as described under the 'Deferred Income' accounting policy all grants, including grants for the purchase of fixed assets , are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Deferred income

In accordance with the SORP grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the SORP.

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

In particular the policy for including items within costs of generating funds, charitable activities and governance costs is

Costs of generating funds

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

Charitable activities

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

Fundraising costs

Fundraising costs are those incurred in seeking voluntary contributions and do not include the cost of disseminating information in support of the charitable activities.

Governance costs

Governance costs shall include all expenditure directly related to the administration of the charity including expenditure incurred in the management of the charity's assets, organisational administration and compliance with charitable and statutory requirements.

Other Costs

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity and those items not falling into the categories above.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.

Charitable giving: As a charity Plymouth VCSE (POP+) are proud that, when funds allow, they bless other charities. Such donations are shown under "Grant disbursements " within these accounts.

Fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

Taxation

As a registered charity, the organisation 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.

Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Funds structure policy

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

The aim and use of each designated fund is set out in the notes to the financial statements.

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

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above.

Any other proposed transfer between funds would be considered on the particular circumstances.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

2 (Deficit)/surplus for the financial year	2023	2022
	£	£
This is stated after crediting :-		
Depreciation of owned fixed assets	1,727	1,607
Independent Examiner's Fees	1,632	1,512
	3,359	3,119

3 Staff Costs and Emoluments	2023	2022
	£	£
Gross Salaries	244,746	142,473
Employer's National Insurance	15,024	39,505
Pension Contributions	5,544	7,499
Consultancy & Associates fees	125,141	99,902
	390,455	289,379

There was no remuneration or expenses paid to the Trustees in the year (2022 - £Nil)

The average number of staff in the year totaled 13 (2022 : 10)

No employee received total benefit exceeding £60,000 (2022 : £60,000)

4 Tangible functional fixed assets	Office Equipment	Total
	£	£
Asset cost, valuation or revalued amount		
At 1 April 2022	8,032	8,032
Additions	3,144	3,144
Disposals	-	-
Surplus on revaluation	-	-
At 31 March 2023	11,176	11,176
Accumulated depreciation and impairment provisions		
At 1 April 2022	5,102	5,102
Eliminated on disposals	-	-
Depreciation on revaluation	-	-
Charge for the year	1,727	1,727
At 31 March 2023	6,829	6,829
Net book value		
At 31 March 2023	4,347	4,347
At 31 March 2022	2,930	2,930

5 Debtors	2023	2022
	£	£
Trade debtors	8,397	52,300
Other Debtors	-	306
Prepaid expenses	3,087	1,030
Accrued income	-	-
	11,484	53,636

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

6 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	22,662	1,947
Accrued expenses	10,282	5,242
Funds held for third parties	1,699	-
	34,643	7,189

7 Analysis of the Net Movement in Funds

	2023	2022
	£	£
Net movement in funds from Statement of Financial Activities	(122,248)	186,621
Net resources applied on functional fixed assets	(3,144)	(2,213)
Net movement in funds available for future activities	(125,392)	184,408

8 Analysis of Individual Funds and of assets and liabilities representing funds

At 31 March 2023

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	806	-	3,541	4,347
Current Assets	2,982	95,460	189,158	287,600
Current Liabilities	(3,788)	-	(30,855)	(34,643)
	-	95,460	161,844	257,304

At 1 April 2022

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	1,486	-	1,444	2,930
Current Assets	7,806	103,000	273,005	383,811
Current Liabilities	(7,189)	-	-	(7,189)
	2,103	103,000	274,449	379,552

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

The individual funds included above are :-

	Funds at 2022	Movements in Funds as below	Transfers Between funds	Funds at 2023
	£	£	£	£
<u>Unrestricted:</u>				
Free Reserves (General Fund)	2,103	(5,547)	3,444	-
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	21,000	-	-	21,000
Contingency Fund - Working Capital	78,000	-	(7,362)	70,638
VCSEP	4,000	(178)	-	3,822
<u>Restricted funds</u>				
Esmee Fairbairn	75,000	(16,862)	-	58,138
SIMPL	8,821	(8,519)	-	302
Power to Change	22,000	(19,000)	-	3,000
Fair Shares	-	45,000	-	45,000
National Lottery Community Fund - BBO	618	(4,232)	3,614	-
NHS	-	(304)	304	-
NAVCA	-	6,000	-	6,000
Plymouth City Council - HSHAZ	-	455	-	455
Unify Plymouth (PCC CMF)	24,993	(2,927)	-	22,066
National Lottery Community Fund - (HCT)	97,831	(83,062)	-	14,769
Keyham Fund	20,850	(17,728)	-	3,122
WG	24,336	(15,344)	-	8,992
	379,552	(118,330)	-	257,304

Analysis of movements in funds as shown in the table above

	Incoming Resources £	Outgoing Resources £	Gains & Losses £	Movement in funds £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	73,979	(79,526)	-	(5,547)
HMRC JRS	-	-	-	-
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
Contingency Fund - Working Capital	-	-	-	-
VCSEP	-	(178)	-	(178)
<u>Restricted funds</u>				
Esmee Fairbairn	309,300	(326,162)	-	(16,862)
SIMPL	-	(8,519)	-	(8,519)
Power to Change	-	(19,000)	-	(19,000)
Fair Shares	45,000	-	-	45,000
National Lottery Community Fund - BBO	105,350	(109,582)	-	(4,232)
NHS	71,000	(71,304)	-	(304)
NAVCA	10,000	(4,000)	-	6,000
Plymouth City Council - HSHAZ	16,888	(16,433)	-	455
Unify Plymouth (PCC CMF)	-	(2,927)	-	(2,927)
National Lottery Community Fund - (HCT)	-	(83,062)	-	(83,062)
Keyham Fund	3,699	(21,427)	-	(17,728)
WG	20,000	(35,344)	-	(15,344)
	655,216	(777,464)	-	(118,330)

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

9 Grant Allocation

Organisation	Funding Source	Amount £
Amalgamate £250 a POP	EFF	25,000
Art Craft & Giggles CIC	NHS	5,000
Art, Craft & Laughter	WG	100
Big Sis Empowerment	EFF	5,263
Bikespace CIC	KEY	2,000
Bury the Giant Grant	EFF	5,263
Citizens Advice Plymouth	NHS	4,900
Colebrook South West Ltd	NHS	2,480
Confidence Booster Workshops	EFF	5,263
Crazy Beautiful World	WG	100
CROPS Ltd	NAVCA	500
Desi Junction	KEY	2,000
Devon and Cornwall Refugee Support	NHS	500
Devon and Cornwall Refugee Support	EFF	5,263
Diversity Business Incubator CIC	NAVCA	500
Diversity Business Incubator CIC	PTC	15,000
Diversity Business Incubator CIC	EFF	8,000
Diversity Business Incubator CIC	SIMPL	2,000
Esme Johnson	WG	100
Food Plymouth CIC	NAVCA	500
Fotonow CIC	KEY	4,000
Friends and Families	NHS	4,750
Front page / Back Page / Centrefold	EFF	5,263
Honicknowle Comment Ltd	NHS	5,000
Hope In The Heart	EFF	450
Hundred Hands	EFF	5,263
Ideas to actions	EFF	2,200
Jabulani Plymouth C.I.C.	NHS	7,300
Keyham Green Places Foodbank	EFF	5,263
Keyham Sparks 500	KEY	7,968
Lauren Packham	WG	100
Life After Lockdown	EFF	5,000
Messages From The HeARTlands	EFF	5,263
Mindful Art Club CIC	NHS	1,600
Mindful Art Club CIC	EFF	5,250
New4You & JC's Youth	EFF	5,542
Plymouth Community Climate Centre	EFF	5,000
Plymouth Hope	NHS	5,000
Plymouth Hope	NAVCA	500
Plymouth Methodist Central Hall	NHS	2,475
Plymouth Methodist Central Hall	NAVCA	500
Plymouth PIE Club CIC	NAVCA	500
Plymouth Scrapstore	NAVCA	500
Plymouth Scrapstore	NHS	4,959
Plymouth Soup Run	NAVCA	500
Plymouth Youth Sailing Club	NHS	3,600
Precious Plastic	EFF	5,263
PREP21	EFF	5,263
Pride in Plymouth	HSHAZ	1,000
PTown Radio	EFF	5,000
Queer District Collective	EFF	5,000
Re-Opening Welcome Hall Collective	EFF	(3,906)
Sandra Radovanovic	WG	100
Seadream Education	NHS	2,500
Street to Scale	EFF	12,000
Suicide Prevention Collective	WG	5,263

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

Organisation	Funding Source	Amount £
Supporting men's wellbeing	WG	5,263
Tales to Live By	WG	42,105
The Village Hub Ltd	NHS	4,050
Timeline for Change	EFF	5,263
Together for Childhood Plymouth	EFF	5,000
Transforming Plymouth Together	HCT	10,000
Transforming Plymouth Together	NHS	5,000
Trauma Informed Collective	EFF	5,263
Waste of Our Time	EFF	5,000
Wellbeing Workshops	NHS	5,000
Wellbeing Workshops	WG	100
West Devon Junior Netball League	EFF	5,263
Wonderzoo	EFF	10,000
		329,269

Funding Source key

EFF - Esmee Fairbairn

SIMPL - SIMPL

BBO - Big Lottery - Building Better Opportunities

KEY - Keyham Community Sparks

CMF - Plymouth City Council - CMF

HSHAZ - High Street Heritage Action Zone

WG - Plymouth City Council Wellbeing Grants

NHS - NHS cost of living

NAVCA - NAVCA Cost of Living

HCT - The National Lottery Community Fund

FS - Plymouth City Council Fair shares

PTC - Power to Change through the SIMPL project

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

10 Purpose of Restricted Funds Received

Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
SIMPL	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon - specifically focus on supporting people to age well, including supporting community businesses.
Big Lottery - Building Better Opportunities	This funding is to support and help people back to work project. The funding stream is over three years.
Keyham Community Sparks	Grant making and support for grassroots groups and projects in the Keyham community in response to the Keyham shooting.
Plymouth City Council - CMF	This funding is to support the coming together of diverse communities
High Street Heritage Action Zone	This funding is to support communities to learn about the city centre's historic post-war plan for Plymouth.
Plymouth City Council Wellbeing Grants	Grants to improve wellbeing and develop approaches to suicide prevention.
NHS Cost of Living	Grants for local grassroots groups to support the impact of the cost of living.
NAVCA Cost of Living	small grants for grassroots groups to cover associated costs of increased cost of living.
The National Lottery Community Fund	Healthy Communities Together: to improve collaboration between the VCSE and public sectors.
Plymouth City Council Fair shares	For making grants to grassroots groups to improve health & wellbeing outcomes.
Power to Change	contribution to a 16 month programme of work that will support POP's development as a VCSE infrastructure organisation, catalyst of community initiatives and democratic small grant distributor. It is funding both for projects on the path to becoming community businesses and for local support infrastructure in Plymouth.

11 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023	2022
	£	£
Net Income/Expenditure	(123,246)	186,621
Interest Receivable	499	-
Depreciation and Impairment of Tangible Fixed Assets	1,727	1,607
Increase in debtors	42,152	(46,798)
Decrease in creditors	27,454	(5,530)
	(51,414)	135,900

Plymouth VCSE (POP+)

Appendices to the Statement of Financial Activities for the year ended 31 March 2023

The following appendices are attached to detail the activity analysis required by the 2019 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales.

- 1. Analysis of Total Incoming & Outgoing Resources by Activity**
- 2. Analysis of Total Support Costs by Activity**
- 3. Analysis of charitable expenditure by activity**

Plymouth VCSE (POP+)																
Appendix 1																
Analysis of Total Incoming & Outgoing Resources by Activity for the year ended 31 March 2023																
	Unrestricted Fund	Designated Fund	Restricted Funds													
	General	VCSEP	Esmee Fairbairn	SIMPL	Power to Change	Fair Shares	National Lottery Community Fund - BBO	NHS	NAVCA	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community Fund - (HCT)	Keyham Community Sparks Fund	WG	2023	2022
	Fund														Total	Total
	£	£	£	£		£	£	£	£	£	£	£	£	£	£	£
Income and endowments from:																
Donations and legacies	65,690	-	309,300	-	-	45,000	105,350	71,000	10,000	16,888	-	-	3,699	20,000	646,927	718,772
Other trading activities	7,790	-	-	-	-	-	-	-	-	-	-	-	-	-	7,790	-
Investment Income	499	-	-	-	-	-	-	-	-	-	-	-	-	-	499	-
Charitable activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Income	73,979	-	309,300	-	-	45,000	105,350	71,000	10,000	16,888	-	-	3,699	20,000	655,216	718,772
Expenditure on:																
Charitable activities	77,213	178	325,988	8,519	19,000	-	108,965	71,304	4,000	16,178	2,927	83,062	21,427	35,344	774,105	529,032
Other	2,313	-	174.00	-	-	-	617	-	-	255	-	-	-	-	3,359	3,119
Other resources expended	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total resources expended	79,526	178	326,162	8,519	19,000	-	109,582	71,304	4,000	16,433	2,927	83,062	21,427	35,344	777,464	532,151
Net Incoming Resources by activity	(5,547)	(178)	(16,862)	(8,519)	(19,000)	45,000	(4,232)	(304)	6,000	455	(2,927)	(83,062)	(17,728)	(15,344)	(122,248)	186,621

Plymouth VCSE (POP+)																
Appendix 2																
Analysis of Total Support Costs by Activity for the year ended 31 March 2023																
	Unrestricted Fund	Designated Fund	Restricted Funds													
	General Fund	VCSEP	Esmee Fairbairn	SIMPL	Power to Change	Fair Shares	National Lottery Community	NHS	NAVCA	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community	Keyham Community Sparks Fund	WG	2023 Total	2022 Total
Nature of support costs	£	£	£	£		£	£	£	£	£	£	£	£	£	£	£
Salaries	36,838	-	86,780	1,000	2,000	-	75,219	7,100	-	1,800	1,000	29,459	3,550	-	244,746	142,473
Tax & NI	5,085	-	5,685	-	-	-	3,586	-	-	-	-	668	-	-	15,024	39,505
Pensions	2,421	-	1,913	-	-	-	986	-	-	-	-	224	-	-	5,544	7,499
Associates & Sub-contractors	19,176	-	38,325	509	2,000	-	13,365	-	-	10,853	1,927	36,623	364	1,999	125,141	99,902
Advertising & Marketing	-	-	1,333	-	-	-	-	-	-	360	-	-	-	-	1,693	17,235
Grant disbursements	-	-	182,456	2,000	15,000	-	-	64,114	4,000	1,000	-	10,000	17,468	33,231	329,269	185,509
Grant returned to funder	-	-	-	5,010	-	-	-	-	-	-	-	-	-	-	5,010	-
Bookkeeping/Financial Admin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,868
Staff Expenses	4,611	-	1,454	-	-	-	2,862	-	-	15	-	1,305	-	-	10,247	578
Office Rent and Rates	(1,237)	-	-	-	-	-	4,400	-	-	-	-	-	-	-	3,163	2,860
Events / venue hire	3,945	-	954	-	-	-	2,355	90	-	1,903	-	2,995	45	114	12,401	4,307
Telephone/broadband/mobiles	(12)	-	50.00	-	-	-	2,400	-	-	-	-	-	-	-	2,438	1,820
Insurance	1,295	-	-	-	-	-	-	-	-	-	-	-	-	-	1,295	1,440
Professional fees	1,073	-	5,655	-	-	-	192	-	-	-	-	84	-	-	7,004	225
Independent Examiners Fees	1,632	-	-	-	-	-	-	-	-	-	-	-	-	-	1,632	1,512
Website/email hosting	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,580
Admin (Printing/Stationery/Postage)	13	-	35	-	-	-	-	-	-	239	-	130	-	-	417	20
Membership & Subscriptions	(25)	178	42	-	-	-	1,800	-	-	-	-	180	-	-	2,175	848
Training (Delivery & CPD)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,978
Travel/subsistence	888	-	4	-	-	-	-	-	-	8	-	1,184	-	-	2,084	4,412
IT Support/Software	3,070	-	996	-	-	-	1,800	-	-	-	-	210	-	-	6,076	9,025
Bank charges	72	-	-	-	-	-	-	-	-	-	-	-	-	-	72	96
Sundries/Misc/Equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(148)
Bad debts	-	-	306	-	-	-	-	-	-	-	-	-	-	-	306	-
Depreciation	681	-	174	-	-	-	617	-	-	255	-	-	-	-	1,727	1,607
Total support costs analysed by activity	79,526	178	326,162	8,519	19,000	-	109,582	71,304	4,000	16,433	2,927	83,062	21,427	35,344	777,464	532,151
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2023 £	2,022 £														
The above amounts are shown in the accounts as																
Support costs for charitable activities	439,826	343,523														
Grantmaking to achieve the objects of the charity	329,269	185,509														
Total Other costs	3,359	3,119														
	772,454	532,151														
The basis of allocation of costs and the methods used are described in note 1 to the accounts																

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Prior Period Total Funds 2022 Restated £
Incoming Resources				
Income from Donations and Legacies				
Non government and non public bodies				
Incoming resources of a revenue nature - grants, donations and legacies				
Donations	64,942	475,987	540,929	718,252
Training / Workshops	748	10,800	11,548	520
Lottery Funding	-	94,450	94,450	-
Total Donations & Legacies Received	65,690	581,237	646,927	718,772
Activities for generating funds				
Other activities for generating funds	7,790	-	7,790	-
Total of Other Trading Activities	7,790	-	7,790	-
Investment Income				
Bank deposit interest received	499	-	499	-
Total Investment Income	499	-	499	-
Total Income	73,979	581,237	655,216	718,772

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Prior Period Total Funds 2022 Restated £
Charitable expenditure				
<i>Support costs of charitable activities</i>				
<i>Direct support costs</i>				
Net wages and salaries - charitable activities	36,837	207,909	244,746	142,473
PAYE and NI	5,085	9,939	15,024	39,505
Pension contributions charitable employees	2,421	3,123	5,544	7,499
Consultancy & Associates fees	19,176	105,965	125,141	99,902
	63,519	326,936	390,455	289,379
<i>Indirect employee costs</i>				
Training and welfare	-	-	-	3,978
Travel and subsistence	888	1,196	2,084	4,412
Staff Expenses	4,612	5,635	10,247	578
	5,500	6,831	12,331	8,968
<i>Premises Costs</i>				
Rent & Rates	(1,237)	4,400	3,163	2,860
Event Costs and Venue Hire	3,945	8,456	12,401	4,307
	2,708	12,856	15,564	7,167
<i>General administrative expenses:</i>				
Telephone and Internet	(12)	2,450	2,438	1,820
Admin (Printing/Stationery/Postage)	13	404	417	20
Website	-	-	-	1,580
Membership & Subscriptions	153	2,022	2,175	848
IT & Software Support	3,070	3,006	6,076	9,025
Bad debts	-	306	306	-
Insurance	1,295	-	1,295	1,440
Advertising & Marketing	-	1,693	1,693	17,235
Bank charges	72	-	72	96
Sundry expenses	-	-	-	(148)
	4,591	9,881	14,472	31,916

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Prior Period Total Funds 2022 Restated
	£	£	£	£
<i>Professional fees in support of charitable activities</i>				
Professional fees	1,073	5,931	7,004	225
Bookkeeping fees	-	-	-	5,868
	1,073	5,931	7,004	6,093
Total costs	77,391	362,435	439,826	343,523
<i>Grantmaking to achieve the objects of the charity</i>				
<i>Grants paid including Gift Aid payments</i>				
Grant disbursements	-	329,269	329,269	185,509
Grant returned to funder	-	5,010	5,010	-
Total Expended on Charitable Activities	77,391	696,714	774,105	529,032
Independent Examiner's Fees	1,632	-	1,632	1,512
Depreciation of fixed assets	681	1,046	1,727	1,607
Total Other costs	2,313	1,046	3,359	3,119

A detailed breakdown of the grants paid can be found in note 11 of these financial statements

Analysis of transfers between funds

Transfer to/(from) unrestricted	3,444	-	3,444	(91,978)
Transfer to/(from) restricted to be analysed further	-	3,918	3,918	888
Transfer to/(from) designated	(3,444)	(3,918)	(7,362)	91,090
	-	-	-	-

PLYMOUTH VCSE

England & Wales - Charity number 1167515

Accounts



Reports & Accounts

for the annual financial period ended

APRIL 2021 – MARCH 2022

for

Plymouth VCSE (POP)

Charitable Incorporated Organisation

Registered Charity No: 1167515

Charitable Incorporated Organisation No : CE007437

Email: info@plymouthoctopus.org.uk Website: www.plymouthoctopus.org



REPORT OF THE TRUSTEES

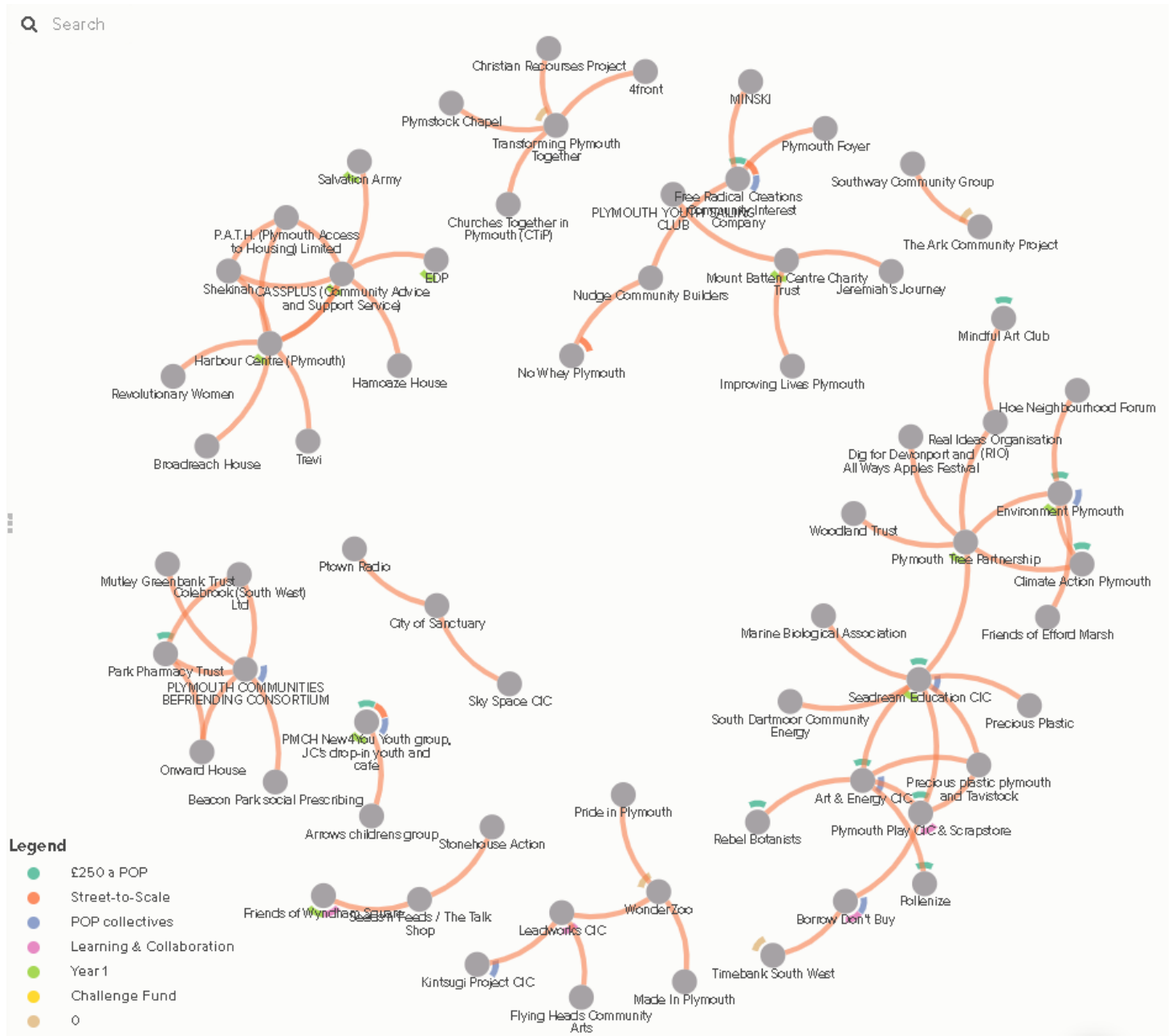
for the 12 month period ended 31st March, 2022

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REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

OUR YEAR IN NUMBERS 2021 – 2022



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

CHAIR'S REPORT

It has been a year of continuous change: the individual members of our team have been working primarily from home with Covid remaining active in our communities. The extra burden of financial challenges relating to the increase in the cost of living has reinforced the POP's team commitment to ensuring that our members; our communities and our city is supported to the best of our abilities.

Staffing

New members of staff: Rebekah Coombes as our associate bookkeeper and Simon Travers; Melissa Lepic, Stuart Jones and Lee Bowden-Carter also joined the team.

Trustees who were re-elected were Jo Bussell and Andi Higginson. Sally Walker, Kay O'Shaugnessy and Kiven Emmanuel were also formally elected as Trustees serving for three years.

New Developments

- The POP ideas Impact Report was created.
- A Learning Report was produced for the Esmée Fairbairn Foundation which was followed with a subsequent meeting with key members of staff from POP and the EFF.
- The website was given a new look and streamlined which we hope people will find easier to navigate.
- Network facilitators lunch sessions were set up.
- The Belong in Plymouth website was launched.
- We are currently reviewing the POP ideas training provision.
- Devon Together has provided further funding.

POP faced several significant challenges this year, not least the impact of the Keyham shooting and the effect it has had – and continues to have - on our communities. We provided support to the Social Isolation Forum.

Funding

- Power to Change has invested £48,000 in POP which has been allocated to the SIMPL project.
- Plymouth City Council has provided £30,000 into core costs.
- The Belong in Plymouth programme has received £450,000 over 3 years from The National Lottery Community Fund.
- A grant was received from Plymouth City Council to test a new funding approach for collaboration around wellbeing/suicide prevention.
- A total of £98,000 was raised for the Keyham Community Sparks Fund through Home Office, Department for Education, the Alex Ferry Foundation and Office of the Police Crime Commissioner.

Looking Ahead

The post -pandemic phase will bring its own challenges particularly as new variants of the Covid-19 virus continue to disrupt and it is apparent that we will be living with the virus for the foreseeable future so we must continue to support those most affected. Furthermore, the increase in the cost of living and the predicted fourfold increase in energy bills (in October 2022) indicates many more people are going to be struggling financially and, with that, mentally. Since Covid there has already been a significant increase in the number of people experiencing mental health issues, particularly within young people. It is inevitable things will only get worse.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

What POP intends to do: more of what we are good at.

- Continue to build connections between individuals and organisation along with effective networks.
- Continue to focus on 'collaboration' and encourage our members to collaborate to meet our Strategic Direction.
- Strengthening our skills and capacity within our community.
- Explore and apply for additional funding to support our organisation's aims and objectives.
- Continue to run a lean organisation while maintaining our impact.

The POP Trustees are extremely proud of the team particularly given all that each of them has had to face in the last couple of years.

Meanwhile, the team continues to react to the changing circumstances and to rise to the many different challenges, embracing 'change' and adapting to support the needs of each other; our members; our diverse communities and a variety of organisations across the city.

.....

Lesley Coulton

Trustees and Chair of POP

Dated : 4th October 2022.

for the 12 month period ended 31st March, 2022

AIMS & OBJECTIVES

POP supports and leads real, purposeful and lasting change in Plymouth.

Our purpose is to build strong grassroots organisations, charities and social enterprises by supporting them; encouraging them to work together and to take a lead role in creating change.

We are driven by the energy, passion and skills of local people who are taking action to make our society and the environment a better place in which to live. A small team of dedicated staff, associates and trustees do this by influencing; connecting; training and creating opportunities. Our values define everything we do: we are committed to building and strengthening trust and relationships; collaborating with others and being innovative. With all our work we strive to learn - and encourage learning - through our actions.

We achieve our aims and objectives by:

- advocating and supporting the growth of active citizens and social connectivity
- nurturing a membership of grassroots groups and organisations through our core offer
- working strategically

POP recognises the value of 'going with the energy', of identifying; supporting and building on ideas and initiatives that motivate those involved, particular at 'grassroots' level and helps to generate their desire for change. But, at the same time, we are also committed to ensuring that the voluntary and community sector in Plymouth is 'inclusive' and that the sector's voice is heard in the on-going debate about how we continue to shape a better future for Plymouth. In all areas of our work, we strive to push our three key concerns:

- **Reaching and supporting grassroots activity** – COVID-19 has brought home the fundamental need for a robust infrastructure to better support and enable grassroots organisations to succeed. Since the beginning of our relationship with the Esmée Fairbairn Foundation, this has always been a priority for POP. And since then, we have continued to invest in developing people's skills; in building and supporting networks; in collaboration; in providing small pots of funding to launch and fund grassroots initiatives and in engaging the change makers of the future.
- **Diversity and inclusion** – POP strive to be a place, and an approach, where everyone has a voice. We have observed that some people and their ideas may not be as 'loud' as others. We recognise this. We continue to try out new methods which we hope will include and empower more people, particularly those who may feel 'sidelined'. Earlier this year, for example, we experimented with a radical new method of selection. The 'Mini-systems Fund' employed a digital spinning wheel which *randomly* selected the winning collaborative projects.
- **Participatory processes** – POP is firmly convinced that we can only hope to solve complex social and environmental challenges by working together: in everything we do, we champion open; collaborative; peer-led participative processes and decision-making.

Grant-making policies

POPs grant-making policies align with our core value: to strengthen grassroots organisations; voluntary organisations; charities and social enterprises through collaboration. We continue to test new approaches

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

focusing on trust and collaboration. and in creating, what we believe, is the necessary environment that allows trust and collaboration to flourish. Our beliefs and values have helped us How we allocated funding

Our grant-making policies continue to be shaped by our beliefs and values:

- The biggest issues, environmentally and social are complex.
- No single actor or set of actors can create the change we need.
- Networks and collaboration at a citizen and organisational level, and the behaviours required to be effective, are most likely to allow the changes to emerge.
- **Traditional funding processes destroy, not foster collaboration.**

We sincerely hope that the examples we have set, and the impacts we have had, when seen by other funders, might lead to a greater change in how funding is used in Plymouth and further afield.

As part of our commitment to experiment POP is constantly investigating and questioning the methods we employ; seeking feedback from our members and our colleagues so that we continue to evolve. Current processes can be found here <https://www.plymouthoctopus.org/funding/>

for the 12 month period ended 31st March, 2022

ACHIEVEMENTS & PERFORMANCE

At the start of 2021 we carried out a comprehensive review of our work

<https://www.plymouthoctopus.org/wp-content/uploads/2021/05/POP-2021-Summary-Learning-Report-FINAL.pdf> and from this we set the following priorities:

- **Tell and ‘live’ the story of collective success**
- **Be the champion of grassroots and community development**
- **Build connections and support effective networks**
- **Develop co-design expertise**
- **Support learning, skills, and capacity building**
- **Bring other funders alongside**
- **Double down on digital**

Throughout 2021 and 2022 our commitment to these priorities has produced many positive outcomes:

Tell and ‘live’ the story of collective success.

The dedicated POP page in the Plymouth Chronicle (the free, city-wide newspaper) which began at the beginning of the first lockdown continued throughout the year ending March 2022. But while we have ceased to pay for the ‘page’ to be printed in the Chronicle we will continue to produce it for ourselves. This along with our weekly Monday newsletter to all members enables us to reach a significant audience and to promote, for example, the work of POP; that of its members; the opportunities available through POP (such as, funding and training); the work of the networks and news of the many and diverse community projects that we help to support. Our newsletters are emailed to all our members and available, along with the POP page on our website. [Newsletter – Plymouth Octopus](#)

Next year we are commissioning a local creative organisation to lead a participatory and collaborative look at collaboration. We aim that this piece of work will produce a resource for the city that allows us all to better understand how we continue to improve in this important skillset and way of working.

Champion the grassroots and community development

We have worked, through Power to Change, with MyCake to produce a data dashboard. The dashboard will combine a few important datasets – charity commission data, companies house data and 360Giving. This will support POP to demonstrate the size and breadth of the VCSE sector operating in Plymouth, together with patterns of funding. The dashboard will be complete later in 2022.

We have also:

- Worked with Plymouth City Council to support significant investment into community development in Plymouth.
- Worked with other infrastructure partners across Devon Led to plan and support the emergence of a county-wide VCSE assembly largely aimed at influencing the Integrated Care System.
<https://www.plymouthoctopus.org/voluntary-community-and-social-enterprise-vcse-assembly/>.
- Commissioned a report from the New Economics Foundation that shows how local ecosystems and infrastructure are affected by the funding environment and the innovation happening in Plymouth

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

<https://www.plymouthoctopus.org/wp-content/uploads/2022/01/The-Power-of-Local-Ecosystems-in-Plymouth.pdf>

Build connections and support effective networks.

We have redesigned our POP Thursdays open networking events into POP Connections & POP Bites. We are working with Diversity Business Incubator to re-establish the Refugee and Asylum Seekers network, and continue to grow the Neighbourhood Networks and the networks that are the Children & Young People's; Heritage, and Community Sports. We have also set up the Network Facilitators Forum.

We have introduced capacity-building for networks, for example, training opportunities with the Social Change Agency on network building. We have given 1:1 support to networks, such as, the Trauma Informed Network. Plus, of course, when individuals come along for their one-to-one sessions with one of the members of the POP ideas team, they are frequently given information and connected with people who may be supportive and/or running a similar (or related) project.

Develop co-design expertise.

Plymouth is now one of five areas in the country pioneering approaches to better-connect the VCSE sector with the NHS and Local Authorities. POP is leading the Plymouth initiative - Belong in Plymouth – which aims to tackle loneliness and social isolation. The focus of our work is 'listening'. <https://belonginplymouth.org.uk/>

Support learning, skills, and capacity building

We have redesigned our delivery this year and we are testing new support particularly around coaching and relational practice.

Bring other funders alongside.

The Blagrove Foundation has supported us this year with a grant of £20,000.

The Alex Ferry Foundation has used POP to channel funding into grassroots initiatives and Plymouth City Council has directed £70,000 and the Office of the Police Crime Commissioner £50,000 of funding through the POP Collectives Fund and Keyham Sparks.

Our Learning Champion, Simon has published an essay, "Collaborating for Grassroots Impact" on the Funders Collaborative Hub website. Meanwhile, the collaborative organisation, Dark Matter Labs, has considered POP's work as part of its exploration into organising with the purpose of creating 'public good'. POP continues to play a role within the Losing Control funders group, a group that brings funders trying new ways of working.

We maintain good links with our colleagues working in Barking & Dagenham and Giving and Gateshead, similar geographic areas to Plymouth with similar collaborative funding priorities.

Double down on digital.

We continue to test digital platforms and tools such as Slack, Groups.io and Twilio but the aspiration and vision continues to evade a clear approach being taken in Plymouth.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

Demonstrating our impact

We can point to many examples of loose connections leading to further and deeper collaboration and how we attempt to build this into all of our work. Our activity report (below) gives the numbers and figures concerning our work. Our Activity Report shows that POP continues our success in reaching the smallest of groups in the city. It is an ongoing challenge to try and capture all the many relationships and connections that are made by our members (and non-members) through our work.

You can find further information about our work, funding and finances:

- [Click for finance report](#)
- [Click for funding report](#)
- [Click for Activity Report](#)
- [Click for staffing diagram](#)

Working nationally

POP remains active at a national level, advocating for grassroots activity and the infrastructure this needs together with the shifts in funding practices needed to create a culture of collaboration. We have contributed to thinking and learning with the following national bodies:

Dark Matter Labs: Grantmaking #BeyondtheRules Report

https://drive.google.com/file/d/1NIw_EUu6cDevJyBN9xQmoyYLRWWY7igg/view

Centre for Public Impact: Human Learning Systems: A practical guide for the curious

<https://www.centreforpublicimpact.org/partnering-for-learning/human-learning-systems/a-practical-guide-for-the-curious48hig7>

Losing control: core members of the Losing Control in Funding Network <https://www.losingcontrol.org/>

Statement of public benefit

Our main activities and who we try to help are described in this report. All our charitable activities focus on the support for grassroots organisations, voluntary organisations, charities and social enterprises in order to further our charitable purpose.

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LEARNING AND EVALUATION

REFLECTIONS ON APRIL 2021 - MARCH 2022 – WHAT HAVE WE LEARNT?

Annual Report Accounts ending 31st March 2022

POP builds learning and reflection into all of our work. Most important to this is the culture and way we work together. The reflective practice, openness and honesty we encourage throughout our work allows all voices and opinions to be shared, explored and changes to the work can happen. This learning culture works effectively with the feedback we seek from partners and members and other data and information sources to create an adaptable and responsive organisation.

Collaboration

Collaboration is at the heart of everything POP does. Here are some of our big collaborative successes:

- Unify Plymouth – POP has been at the heart of this collaboration with Plymouth City Council, Transforming Plymouth Together, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator.
- POP played an important role in the response to the Keyham shooting. We lead the development of the Keyham Community Sparks fund and deployed £90,000 to local grassroots groups.
- The Belong In Plymouth initiative is one of 5 projects nationwide that are exploring how to tackle complex health inequalities <https://www.kingsfund.org.uk/projects/healthy-communities-together>. In Plymouth we are developing a network called Belong in Plymouth; connecting individuals who aspire to make Plymouth a city where no one feels forgotten. The sheer scale and complexity of isolation and its effects on health mean we cannot carry on working with soundbite answers as solutions. We know we need to explore and search for answers together and therefore the programme is focussed on collaboration between NHS, Statutory Services, the VCSE and individual citizens.

Strengthening skills and capacity

This year following a period of reflection, review, research and discussion, the POP ideas team developed the training offer for 2021/22 into themes <https://www.plymouthoctopus.org/training/>. The three themes are:

- Getting started quicker and better
- Improving your chances of getting funding
- Making some noise

It was also decided that due to the space being saturated with providers delivering similar training, and that people learn in different ways, the offer was going to be less organised workshops, and instead more availability and flexibility to respond to bespoke 1:1 needs around training, and the development of online workshops in the form of webinars with associated resources.

Webinars have been created for the following topics: Legal Structures; Social Impact; Funding and Volunteering and allow people to access support and learning at a time that suits them. Feedback from our members has confirmed that they are a welcome addition to the POP training 'package' and that they have been particularly useful to those new to the VCSE and/or those looking to set up a community project for the first time.

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They have also been a useful tool for those who are on the very beginning of their journey in wanting to deliver their ideas and dreams.

We also realised that, compared to the previous year, the demand for ‘financial management advice’ and ‘volunteer training’ has increased while the need for ‘digital skills’ and ‘marketing’ advice has fallen.

POP is constantly seeking to improve its training provision and the way we deliver it. We know that many of our members have limited resources - particularly regarding their ‘time’ - and so we are always looking for ways to accommodate their needs and provide useful content that is both convenient and of value to them. Everything that we do is subject to evaluation and feedback, all of which helps us to reflect on the training we provide and how we might better serve our members. We already know that the ‘training’ provision is of great importance to our members: it is our duty that it remains worthwhile.

Through continuous conversations with our members regarding our ‘training’ we continue to reflect on what we do and how we do it while at the same time looking for new ways to; experiment with new approaches and improve what and improve on that which we offer and

Funding

Responding to themes identified in the Annual Report for 2020-2021, the Learning Champion role has gained clarity in 2021-2022. POP is more confident about the Learning Champion’s role in evolving multiple conversations between Collectives, POP, the Plymouth VCSE and a nationwide network of funders. The role has evolved: in the first year, the Learning Champion’s time was largely taken up identifying tensions within and between collaborations and/or trying to solve ‘problems’. Now the role of Learning Champion has become that of someone who works alongside the different projects, evaluating their impact; identifying and praising their ‘virtues’ and sharing their stories with others so that awareness is increased; praise given, and others inspired.

This ‘story telling’ is a fundamental part of the Learning Champion’s work and that they ‘share their findings and tell these ‘stories’ to fellow members; the wider Plymouth VCSE community and the nationwide network of ‘funders’ that exists in the UK. The Learning Champion has reported on their work through, for example, the End of Year Collectives Update (2021), and a series of ‘learning’ blogs on the POP website and on several other websites.

What has been noticeable has been the diversity of approaches towards collaboration shown by those participating in our Collectives Fund. We have all sorts of shapes and sizes employing, for example, different ways of setting up ‘leadership’; the allocation of tasks and ‘roles’ within the project and using different ways to communicate with each other.

We think this is encouraging. We believe that the ‘flexibility’ of the POP Collectives Fund and the way in which it evaluates projects is having a uniquely positive effect on grassroots organisations. We believe that each individual collaboration is making decisions to work in a way that best suits them at that particular time. We believe the POP Collectives Fund = freedom to grassroots organisations to ‘go their own way’ based on their shared values and needs. And therefore, that the question of “what constitutes a collective?” is constantly changing. We think this is really exciting.

The work that POP has been doing for several years in place-based funding has been significant and influential contributing to the New Economics Foundation’s report on ‘The Power of Local Ecosystems’

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(November, 2021) <https://www.plymouthoctopus.org/wp-content/uploads/2022/01/The-Power-of-Local-Ecosystems-in-Plymouth.pdf>

Running a nimble organisation with strategic impact

Reflective Practice - the start of the journey

Matt Bell (CEO) initiated the setting up of a dedicated reflective practice for the POP team late in 2019. The team includes employees of POP as well as Associates (contracted by POP to carry out specialised pieces of work on our behalf).

Reflective practice has been developed with the POP team ethos very much in mind i.e., working horizontally, rather than top down. The whole team has been encouraged to shape the Reflective Practice, reflecting on what works well – and what does not, and to come up with ideas for practices themselves. The framework includes the solidity and boundary of a regular scheduled time, and crucially, a safe space. Outside of that solid and grounded framework, is a fluid and adaptive process.

Creating Safety

This is the foundation upon which the team's reflective practice can take place. How did we do this?

Over a couple of sessions, a Jamboard was used with questions and spaces for the team's input:

1. In a team setting where challenge is a possibility, what would help to create an environment of safety for you?
2. What helps us to learn as individuals?
3. Ideas for POP team reflective spaces
4. Reflective spaces in practice

It felt important to use interactive software that was live, but also anonymous.

Reflective Practice in Action

Currently we hold a reflective practice session once a month at team meetings. It doesn't stop there; the team can request a session of the whole group or ask a colleague for a one-to-one or a triad. The sessions are generally 'take-away' pieces that can be helpful in self-reflection and/or with colleagues. A reflective practice channel on the platform 'Teams' was created where individuals can place helpful articles, video's etc. A wellbeing channel has also been set up to help support our reflective practice.

Reflective Session Examples:

- How to cultivate our own wellbeing (resourcing) both inner and outer resources e.g., happy memories, art, dance, meeting with friends, meditation.
- Brief psycho education – personality formation (very light session)
- Using Liberating Structures exercises: <https://www.liberatingstructures.com/ls-menu>
- An exercise inviting self and group reflection on how to include diverse voices.
- Experimenting with various reflective models, such as, "Kolb".

This has been a gradual process. We will be looking at how to manage challenge, particularly strong challenge, in a way that feels 'ok enough,' whether personally, for the team, or the VCS. We are hoping to engage with other organisations delivering reparative conversations to help us with this. We have

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deliberately taken our time, with our first priority, to engage the team in reflective practice and an 'open' conversation about 'safety'. At a recent cultural and diversity training session for the team, there was another chance for us to reflect and, at which, we considered our own cultural backgrounds and its influence on our perceptions and values, as well as unconscious bias.

Our intention is that - how we learn and reflect together as a team - will ripple out and positively affect our collaborative work with the VCSE. We are holding in mind the possibility of sharing our reflective practices with the wider VCSE. We have made a step towards this by sharing a reflective session with the VCSE at our 2021 AGM.

SPINDL – trading arm with Torbay Community Development Trust

Towards the end of 2021 we started exploring the potential of a partnership with Torbay Community Development Trust which would aim to offer training, support, advice, coaching and mentoring. Working with our colleagues at Torbay we would bring experience, and an understanding, of how 'change' happens and of the transformational stories that 'change' can generate as well as an awareness of the challenges that 'change' can also bring about. The partnership with Torbay aims to offer support at a citizen & community level as well as within organisations and systems.

- Citizen and community: asset-based community development
- Organisational: building effective networks; individual organisational support; infrastructure support
- System: co-design; system leadership

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NURTURING OUR MEMBERS

POP capacity building service (POP ideas)

POP ideas is a service that provides advice for small; large; new or established voluntary, community and social enterprise organisations in Plymouth. It is a partnership service delivered by [Plymouth Octopus Project](#) (POP) and [Iridescent Ideas CIC](#).

This year we have continued to be affected by the Covid-19 pandemic with most of our one-to-one support being delivered digitally. Our training workshops have been delivered both face-to-face and online, depending on what was most appropriate (to all parties) at the time.

We are proud to have maintained excellent quality of provision with 98% of beneficiaries saying that the service is 'excellent' or 'good'. This is the same score as last year and equals the highest rating the service has ever achieved over the last eight years.

This year we worked in partnership with Plymouth City Council on Plymouth Together following the tragedies that took place in Keyham in August 2021.

POP ideas was instrumental in delivering the Keyham Community Sparks funding, which enabled more than sixty grass roots community projects to be delivered by the people and for the people of Keyham.

POP ideas also played a role in providing capacity building support to the grantees, with the impact of supporting groups and organisations beyond the life of that funding pot. New connections were made, and POP ideas was able to signpost groups and organisations to further support and collaborations.

CASE STUDY 1



Art Craft & Giggles CIC was created by Debbie Seldon. Debbie set it up at the very start of the Covid-19 pandemic. They are passionate about using 'Art as Therapy' to help adults over eighteen, living in the Plymouth area and who struggle with mental health issues, wellbeing, isolation and/or loneliness. They pride themselves on running art & craft sessions in a safe place where people can come to breathe and just be themselves.

"POP ideas has always been there, the different workshop online with Zoom, I sign up to nearly all of them, they are so helpful. More recently they helped with the Lottery Reaching Communities application, which was a long ten month process but we did it and we learnt so much! We wouldn't be here without POP ideas."

Debbie Seldon - FOUNDER

POP ideas impact 2021 – 2022

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- This year we have supported **120** organisations. This includes community groups, voluntary sector organisations, social enterprises, charities, community businesses and more
- **£1,156,000** raised in grant funding (from other grant makers) for **13** organisations
- **98%** of our clients have reported the POP ideas service is 'excellent' or 'good'. This is the same score as last year and equals the highest rating the service has ever achieved over the last eight years.
- **65** community groups and organisations have attended **19** training and networking sessions on topics such as, legal structures, presentations, project management, funding, financial management, social impact, volunteering and marketing.

Outcomes & feedback 2021-2022

- **100%** felt better informed about relevant developments
- **86%** felt more confident applying for funding (same as last year)
- **86%** said their skills had improved (up from 70% last year)
- **84%** felt better at proving the difference and impact they made (up from 61% last year)
- **76%** had stronger foundations in place for their work (up from 57% last year)
- **70%** said they were delivering a better service for their clients (up from 55% last year)

There were many positive comments made about what POP ideas is doing well. Key themes included:

- Great one-to-one support
- Excellent information provision
- Great at creating and fostering connections
- Being accessible and responsive
- Providing valuable online training

Cumulative impact since 2014

- **£8.5** million raised for **141** organisations in Plymouth
- We have delivered one-to-one advice to more than 580 voluntary, community and social enterprise organisations in the city
- More than 600 Plymouth-based community groups and organisations have attended more than 150 training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding

CASE STUDY 2

Trauma Informed Network



The Trauma Informed Network has more than 340 members. The network is an open membership group that welcomes any person, professional, or community representative who wishes to join us in developing Plymouth as a trauma informed city. Particularly welcome are those who have experienced trauma, or who work with, or support people with experiences of trauma.

"We have had contact with several of the POP ideas team, and when we are at a loss, POP ideas seem to have the answer. It is fantastic to have this network of

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support and this network of ideas and real creativity that we experience from POP ideas. We have made so many connections through POP ideas, it has been very fruitful.”

Vicky Brooks – Network Coordinator

Future plans

As a network we want to be able to offer our skills and experiences to help other organisations working within, and across, other networks. We want to help enable organisations to increase their capacity so that more can be done with existing resources. We are particularly keen to work with those involved with the Belong in Plymouth initiative.

The POP team continues to reflect the needs of our members and the direction in which we hope to proceed. We have seen some changes to the team these last twelve months with people coming and going both as members of staff and as trustees. We have also increased the number of associates we have working with us.

Our training provision evolves and is significantly shaped by recipients’ feedback via the ‘satisfaction and impact survey’ which we carry out every year.

POP ideas continues to help voluntary, community and social enterprise organisations make a positive impact in Plymouth.

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ACTIVE CITIZENS AND SOCIAL CONNECTIVITY

Positive People Devon

During the first half of the year, Positive People provided the majority of its workshops online with an increasing number of events being held 'in person' in the second half of the year. In September we recruited our Community Guru, Millie Lepic, for four days a week and Millie had an immediate impact across 'Positive People Devon', particularly, in 'reaching' communities and networking.

Here's what Millie did:

- Provided more than 120 online sessions, such as, workshops relating to, personal development; health and wellbeing; arts and crafts; mindfulness and other types of 'learning' opportunities working alongside local and national groups/individuals, including, Greenwood Music; the RNID and the Mindful Art Group.
- Facilitated peer-led online workshops: Ready, Steady, Thrive! (x3), Self Esteem, Emotional Intelligence, Christmas crafts (x3) and Monthly Munchies
- Provided Online self-development courses: Relationship to Self (x2), Relationship to Others (x2), Relationship to Uncertainty (x2)
- Provided one-to-one IT support to individuals to help them gain access to activities online and led a number of 'Zoom play and learn' sessions as well as online training for the design and communication tool, 'Canva'
- Worked closely with Torbay Community Development Trust to develop our peer programme.
- By the end of December 2021, we had an additional six peers trained who were then able to deliver workshops across Plymouth and Torbay.
- A veritable feast of 'In-person' face-to-face opportunities: Mindful Art Club retreat; Tree planting and Forest Bathing with Greenwood Music; Photography workshop in and around the grounds of the National Trust's Saltram estate; Positive People meets Stoke Village Hub drop-in event, a radio broadcasting training session(s) with Omnium Radio and a Christmas decoupage festive workshop.
- Provided care calls and regular check-ins with participants

Empowering communities

- At the 2021 AGM, we invited the internationally renowned and inspirational [Cormac Russell](#) to speak with us. Cormac led an enlightening and lively session guiding us along the topic 'how can community power better be supported' and 'how can we ensure communities are at the centre of change'. Cormac invited us to consider, for example, How we encourage more people in the community to do what they think *they* should;
- How might we include the efforts of those that don't have the confidence or the belief in themselves;
- How do we build communities that welcome 'a stranger at the edge';
- How might we, at the scale of neighbourhood, find and appreciate those individuals who are natural 'connectors' rather than seeking out those who appear to be conventional 'leaders'.

Reflecting on the significant role of the various communities during the pandemic, including that of the POP-supported city-wide Neighbourhood Care Networks, Cormac enforced his belief that the strength and support that was so urgently needed throughout Covid, was best delivered locally;

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“Covid19 precipitated us into dealing with the crisis not as ‘self’, not as ‘organisations’ but as ‘neighbourhood’.”

And, Cormac maintained, that it is in the ‘neighbourhood’, through the act of citizenship, that people feel most appreciated and energised. And that, when we act locally as an expression of citizenship, that we are at our most ‘political’. Cormac senses that many of us are actively seeking out ways to channel and express this sense of citizenship and, in doing so that, “we are citizens of democracy at the neighbourhood level”.

Furthermore, Cormac shared with us his belief that those individuals less sure of themselves be just as capable of creating ‘change’: not only is he passionate that every individual has a gift to share, whether it might be, for example, the ability to cook, to create or to care but that people are *waiting to be asked*:

“As human beings we fundamentally need to feel that we are needed not just that we are needy.”

And it is this desire to encourage individuals to help sustain their own communities that is at the heart of everything that POP does through, for example, our funding; training and support of networks including, and specifically, those evolving within their own neighbourhoods.

Unify Plymouth

Unify is a partnership of Plymouth City Council, Transforming Plymouth Together, Plymouth Octopus Project, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator to try and make ‘diverse’ communities more cohesive. Specific focus was given to Devonport; Honicknowle; St Budeaux and Efford. Community Cohesion Partnerships have been set up and invited to draw up a vision statement for their area.

In prior years accounts this fund was referred to as the Plymouth City Council – CMF fund (PCC CMF), we have renamed this fund to Unify Plymouth, this has been done to add clarity as these projects are funded under the Unify Plymouth name.

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WORKING STRATEGICALLY

Belong in Plymouth - Healthy Communities Together

Plymouth is one of five projects nationwide exploring how to best tackle complex health inequalities funded by The National Lottery Community Fund and The Kings Fund:

<https://www.kingsfund.org.uk/projects/healthy-communities-together>.

In Plymouth we have developed a programme called Belong in Plymouth; a programme that brings people together to make Plymouth a city where no one feels forgotten. We do not shy away from the incredible complexity of loneliness and isolation. The sheer scale of the issue can be overwhelming. We are working on ways of working that helps us see the complexity, but not get bogged down in it or disheartened.

We cannot carry on working on soundbite answers as solutions. We know we all experience isolation, loneliness and connection differently. We know that our stories are powerful and that we have to listen to these individual stories if we are to find appropriate and (hopefully) successful new ways of working, identifying those relationships that are strong and help to build resilience and finding where there are 'gaps'. We want to go a step further and show the whole patchwork of experiences in Plymouth by talking to as many different people as possible and to help those people to feel comfortable in talking about their circumstances.

We have created a programme that is confident in how we will work and confident that we must search for the answers, together. Specifically, we are committed to grassroots groups; charities and social enterprises working together with the statutory sector (City Council and NHS).

We are:

- Listening through all manner of **Conversations community** which we are having, such as those, taking place in person, on the phone and within online communities. Through these conversations we are learning from each other and building awareness of the vast number of social connections that will be necessary for us to succeed.
- Looking at what **Leadership** means in our complex world – and asking how we drive action without knowing the answers?
- Building and supporting **Networks**, connecting amazing people and organisations across the city.
- Supporting and learning from the amazing **Action** that is already happening across Plymouth by looking at how we connect the small actions to the big picture. This means we are not creating anything new, but are better-supporting what already exists through, for example, 'capacity-building' and 'networking' which brings people together so that we can learn from each other and the stories we are gathering.

It's a huge aspiration for Plymouth to become a city where **no one** feels forgotten. We believe that, in a sense, all of us must become agents of change, empowered to see this happen, regardless of whether we are traditional decision makers or not.

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High Street Heritage Action Zone

The HAZ Community Engagement plan (CEP), delivered in partnership between POP and The Box, is creating an infrastructure that supports communities to learn about the city centre's historic post-war Plan for Plymouth, as well as helping local people develop their own projects and events.

POP is working with the community in two ways both of which are aimed at increasing engagement with, and the understanding of, our city's unique civic heritage. Firstly, by targeting a type of community and engaging them in an exciting and free programme of walks, talks and events. And secondly through the provision of a fund exclusively for this part of the city centre- The Heritage Action Zone Fund.

Needless to say, because of Covid, we had to adapt our plans in 2021/22 to work with communities online and then later in a 'hybrid' role. Given the challenges of the pandemic and the need to socially distance were delighted to report that throughout the year more than thirty people participated in walks around the heritage action zone. Our weekly – and popular - online Friday meeting continues which, thus far, has attracted more than four hundred individuals!

Meanwhile, our more-formal monthly Heritage Network sessions – with a guest speaker - continue on-line and have so far attracted representatives from:

- Urban Splash, owners of the Civic Centre
- Purcell, authors of the HAZ report
- The Civic Square development team
- Macgregor Smith Landscape Architects
- 20th Century Society
- Plymouth Culture
- Local Historian Chris Robinson
- Local Historian Stephen Trahir
- Dr Alan Butler LGBT Archivist (and POP trustee!)

These regular online sessions were recorded and made available for people to watch at their convenience reaching an audience of 265 people across the year.

At the end of February, we were finally able to promote the project to a wider audience and to start the consultation process. Our first live big event interacted with 43 people in person and online. The day consisted of talks from inspiring projects that showed the potential of building an active high street, and projects that were active within our city including work produced with students from Plymouth University.

Working with our colleagues at The Box, POP is committed to seeking new ways and better ways to engage with more people – and a greater diversity of people – than conventional community engagement models might traditionally reach. It is our hope that those citizens with whom we engage become better-informed and more likely to be involved in the HAZ initiative and for a greater length of time.

Other notable work

Attendance at key meetings

POP continues to represent the grassroots sector and wider VCSE sector at the Inclusive Growth Group and the Local Care Partnership Delivery Board.

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Our Plymouth

In December 2021 Matt Bell stepped down as the POP representative on the Our Plymouth Board to be replaced, more appropriately by Lesley Coulton, the POP Chair.

Plymouth Partners & Funders Forum

POP has continued to host this forum which brings funding providers together in partnership every quarter to share strategic and creative dialogue.

Community Mental Health Framework

POP supported engagement of 60+ member organisations to engage with this significant change in the way Mental Health services will be delivered into the future.

Waiting list project

POP holds a sub-contract with Living Options for an engagement contract with key statutory organisations across Devon. Via this route POP support Living Options to work closely with the Wolseley Trust to engage people on waiting lists with offers of further support.

Public relations

Our associate, Caroline Blackler, has continued to produce a dedicated page of content for the Plymouth Chronicle newspaper. The Chronicle has a circulation of about 60,000: it is delivered free-of-charge through the letter boxes of residents across the city. We have now decided that, although we will continue to provide the editorial team with POP 'content' and our news, we will no longer pay to have our own page. Having committed to the page for two years we have successfully raised the POP flag and, in doing so, told a greater number of people about ourselves; our members and, ultimately, the significant social, financial and environmental value of community projects across the city. On reflection, we have decided to continue writing and produce in the 'page' and making it available via our own POP channels i.e., the newsletter; the website and as press releases.

Rowan continues to write the weekly Monday newsletter which is sent to all members. The newsletter contains a wealth of news and information, not just from POP, but also that of our members, partners and funders. What's more it is a portal through which anyone can send in material about their own projects and news which can be shared with all our contacts. POP continued to support the Chronicle, a local free newspaper and use this platform to communicate key news about grassroots activity across the city. At the end of the year, it was decided to disinvest for 2022/23. Instead, the investment would be placed into community noticeboards and maintaining the writing of a POP page to publish in other newsletters.

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NETWORK SUPPORT & DEVELOPMENT

POP is involved in a variety of networks across the city: there are those in which we sit simply as a member alongside all other members while there are others which POP has set up to fulfil a need. Although there are several networks that we facilitate, it is our aim that *all* networks should be able to sustain themselves at some point in the future.

The Children and Young People Network: POP is the coordinator of this network of around 200 individuals and organisations. One notable achievement this year is the network organised survey of young people across the city about their feelings about COVID and what support they wanted and is being used as evidence for starting programmes/funding. The network has been linking in with the Violence Against Women and Girls commission so there can be coordinated approach to the commission's findings. The network meets every three months and has kept meeting virtually, as the members seem to prefer this.

The Community Sports Network is also co-ordinated by POP of around 100 individuals and organisations. This year the network has worked in partnership with Plymouth City Council and Active Devon on its "Active to Thrive" action plan. The network meets every three months.

The Community Heritage Network meets every Friday on Zoom and is led by Dr Alan Butler. The network has been active in: LGBT+ history month; the Community Archives & Heritage Group; working alongside colleagues at the Box and, of course, in the High Street Heritage Action Zone initiative.

The Plymouth Food Aid Network has been hosted by Food Plymouth with POP in support through information and advice.

The Plymouth Community Group Support Network: this is a Facebook group facilitated by POP. Its members are people who work/volunteer in groups across the city. POP uses this Facebook group to communicate and disseminate information to other community organisations active across the city. POP posts something most days to its 500 members. It is a closed group and a useful method of communication for us.

Other networks in which POP is involved:

- Environment Plymouth (and Plastic Free Plymouth)
- The Plymouth Fundraiser's Network
- The Refugee and Asylum Seeker's Network
- The Plymouth Social Enterprise Network
- The Social Isolation Forum Network

Individual (geographical) Neighbourhood Networks particularly:

The Devonport Neighbourhood Network which POP helped to establish. It includes 29 organisations. The network has enabled staff from local schools and housing associations to help identify families who might benefit from an introduction to the Foodbank. Earlier this year the group it helped to source photographs and stories from local residents to help celebrate the 150th anniversary of St Aubyn's Church.

The Efford Neighbourhood Network has twenty groups involved and unlike some of the other networks meets regularly 'in person' rather than online. Efford is one of the areas which had support from the Unify Plymouth initiative which helped to create two events. One was focussed on the activity of young people in the area and a second larger community event. POP is there to support and provide advice when necessary.

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The Mannamead Network is being led by the community worker from the Wellbeing Hub at Improving Lives. POP is there to support and provide advice when necessary. Similarly, the Plympton Neighbourhood Network is led by the community worker attached to the wellbeing hub and has over 80 members.

POP is also then involved with the following neighbourhood networks from the following areas of Plymouth: Plympton; Hooe; Ernesettle; St Budeaux; Keyham & PL2; Glenholt; Stoke and Whiteleigh.

Over the year two other networks have started to grow:

- Towards the end of the year a new gardening network started to take root. A partnership of POP, Plymouth City Council's Green Mind and Food Plymouth it is helping to bring together and support the blossoming of several 'growing' groups across the city.
- The Mapping Network. This group of people collect information about what is going on in their area of expertise (geographical or themed) and are then able to signpost people to the various groups/activities.

POP has been supporting networks through:

- POP Ideas training & workshops
- POP Bites themed networking events
- The POP network facilitators forum which meets regularly, providing information and support for people who are running and/or developing the individuals networks. Each meeting has a theme and often there is an 'expert' on hand to help to discuss a particular topic, such as, network mapping, defining the network purpose, using digital tools.

Events

- Our all-day AGM took place in October 2021 with an inspirational speaker; a variety of workshops and the opportunity for members to publicise their work in our POP 'marketplace'. With over 70 attendees in person or online the event was a great success.



- POP BITES – This is our bi-monthly speaker event for members who also benefit from the fantastic networking opportunities. This year it has been a mix of hybrid meetings (with people having the opportunity to come in person or to join online; meetings taking place only online and those only in person. Themes have included: Community Ownership Funds; Change & Innovation; Restorative approaches; social media and updates of the collaborations involving POP such as, Belong in Plymouth

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022



- **POP CONNECTIONS** – Our bi-monthly themed online networking events for our members. Where we have a discussion about the chosen topic and invite one or two of our member organisations to tell us about their projects. We also break up into different ‘rooms’ to encourage networking between the different participants.
- **POP OUTREACH** – This is our monthly ‘out-and-about’ session where the POP team sets up in a different area of the city enabling people to come and visit us. People can meet the team, learn about POP and hear about the different in which we may be able to support individuals and/or organisations



FUNDING

Funding reviews

We are continually reviewing our different funding practices – and those of other similar-minded organisations – so that we can continue to best serve our grassroots organisations through a flexible and experimental approach.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

- In Spring 2021, we carried out a survey on our members to find out what people thought about their funding experience with us. We were particularly keen on garnering feedback from those participants of the Collectives Fund. As a result of this feedback we left the £250-a-POP fund unchanged but made significant changes to the Collectives Fund: The minimum number of participants changed from six individuals to three organisations
- The available award increased from £3,000 to £5,000
- The requirement to use Slack to record communications was removed.

In the Autumn of 2021, the POP team had a critical conversation about how the funding process for the Collective Fund might evolve; from which we decided to simplify the application form and the rating process. We also considered how larger pots of money might foster (more and stronger) collaborations which led to the innovative “Mini Systems initiative in 2022-2023.

£250 a POP

Between April 2021 and March 2022, fifty-eight different individuals/organisations received £250 from this fund. Three organisations received two lots of funding bringing the total of sixty-one grants to £13,483.71 (applications can be made every six months). Thirty-three grants were made to organisations applying for the first time while twenty-eight grants were second or third grants.

Allocation of funding based on ‘size’ of group/organisation:

- 37 ‘micro’ groups with a turnover of less than £10,000
- 16 ‘small’ groups with a turnover of less than £100,000
- 5 projects organisations a turnover greater than £100,000

Detailed information about what £250 a POP grants have been spent on can be found at <https://opencollective.com/250-pop>.

The feedback from recipients of the £250-a-POP fund continues to be high and praises the fund’s ease of application and the flexibility regarding how the money might be spent. The amount of money allocated – the £250 – was also greatly valued particularly as no other funder seemed to be offering this amount in such an accessible manner. One of the team at “Nourishing Families” reflect the general opinion of the sector about £250 a POP who said it was a lifeline for projects like theirs:

“2020 and 2021 were incredibly difficult years for the organisation as we were not able to deliver our programme of work due to Covid and therefore had no income. Having the POP funding was an incredible relief to be able to cover some of the core costs without the organisation running any further losses.”

POP collectives



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

During the 2021-22 year, thirteen POP Collectives were approved receiving £57,000 in funding. Four of these collectives began their application in the previous year. There were an additional five collectives at various stages of the application process towards the end of year.

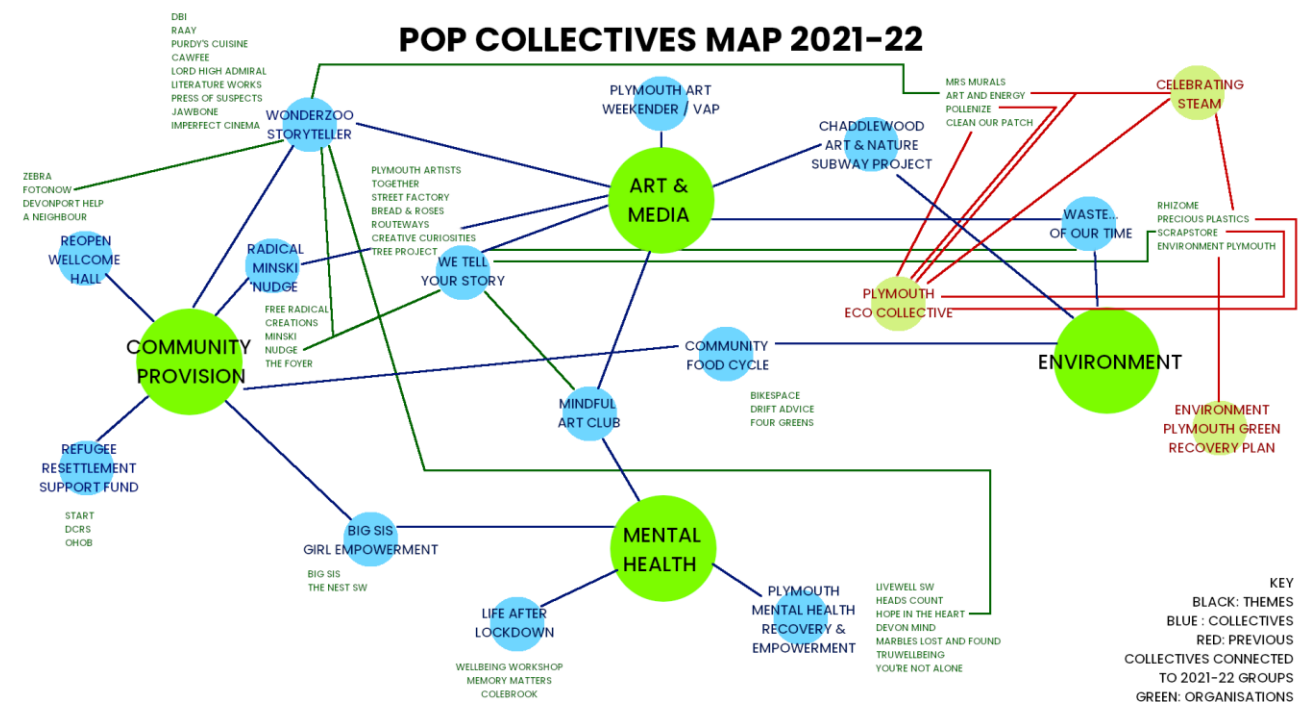
We have learnt that it is not so simple as you might think to identify the number of organisations involved in some of the Collectives! Experience has shown us that there are 'core groups' within the collective (we call these 'platforms') but that this group can also work with individuals and other groups 'outside' the collective. We identified 37 distinct organisations involved with the 'core groups' in 13 of the Collective Fund projects (2021-2022). But we also identified that these 'core groups' were of benefit to an additional 30 other groups/individuals who were part of the wider (and sometimes informal) collaborative process.

Size of the different participant organisations:

- 11 'micro' sized groups with a turnover of less than £10,000
- 15 'small' groups with a turnover of less than £100,000
- 7 'medium' organisations with a turnover of less than £500,000
- 4 'larger' organisations with a turnover greater than £500,000

And of the 37 organisations participating in the Collectives Fund, 14 have been involved in more than one collective and/or have made a second application to the fund. Of the 37 Collectives organisations, 6 also received £250-aPOP funding and 9 received POP Ideas support.

Detailed information about what each POP Collective has spent their grant upon can be found at <https://opencollective.com/plymouthoctopus>. One project had to return £3,906.68 of their grant to POP as the project was compelled by unforeseen factors to finish prematurely.



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

Street-to-Scale. Citizen-led funding.

Twelve Street to Scale projects ran in the year 2021-22 with each group entitled to claim up to £1000. Given the short-term nature of the fund and that it enables individuals to come together on a shared idea it has been heartening to see that two thirds of the projects funded were gardening-based and/or local environmental projects. Street-to-Scale also enabled the Plymouth Football Boot Bank to install 47 collection points across the city and to provide a secure permanent storage facility. Regrettably, we had to put the fund on 'hold' in Spring 2022 as our partner, Ratio, was experiencing some internal issues. We are keen to see the fund active again and kick-starting more grassroots initiatives in Plymouth.

Keyham Sparks



As part of the city-wide response to the tragic events in Keyham in August 2021, POP was invited by the City Council to administer distribution of the Keyham Sparks Fund. This fund was designed to allocate money granted from the Home Office, and donated to the Plymouth Together fund, to support grassroots groups and projects in the immediate community.

In the first round of funding, which ran from December 2021 to March 2022, there were large grants of up to £3,000 available and small grants of £500. Working with PCC and Our Plymouth, POP developed a participatory decision-making approach for the large grants so that local citizens could vote on which projects received the most funding. Twenty-nine organisations received funding through this method: nine projects received grants of £3,000, thirteen projects received £2,000 and seven projects received £1,000 bringing a total of £60,000 distributed throughout Keyham. The small grants of £500 were decided by a panel, consisting of a POP employee, a ward Councillor, a member of Keyham Neighbourhood. and representatives of the funder. In the first round of small grants, twenty-seven groups were paid a total of £12,886. A second round of small grants began immediately afterwards and ran from March to June 2022. By the end of March, a further eight grants had been paid, totalling an additional £4000.

for the 12 month period ended 31st March, 2022

FINANCIAL REVIEW

Over the last four years POP has been in a privileged position with core funding awarded in 2018 by the Esmée Fairbairn Foundation. We now face the challenge of securing funding to sustain us beyond March 2023, when the Esmée Fairbairn funding comes to an end, and, in the meantime, POP faces a risk to continue its work in the medium and long-term.

This year has been very positive. Overall we increase our income to £718,772 and our outgoing resources were £532,151, much of the surplus is held in restricted reserves. We received significant new income (£129,444) from the National Lottery Community Fund and Kings Fund, Healthy Community Together fund, after becoming one of only five areas in the UK to be awarded this funding. Plymouth City Council approached us to manage a new Wellbeing and Suicide Fund securing £29,836 to carry out this work and award grants into the local VCSE sector. In line with previous years we continued to deliver the Highstreet Heritage Action Zone, Keyham Community Sparks, Unify Plymouth and SIMPL. We also continue to hold £4,000 as a designated reserve for work that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership. Most important in the year was the £20,000 grant we received for our core functions from the Blagrove Trust because it was able to be used to fund all important core costs.

Impact of covid on going concern

2021/22 has not had a detrimental impact on the financial position of the charity. There was a direct impact on delivery, but this resulted in a reduction in delivery costs. Overall, the change in operating environment could prove to be positive as funding authorities better recognise the role of community and the need of infrastructure organisations to successfully support this activity.

RESERVES POLICY

The reserves policy specifies that in the event of POP having to cease its activities, sufficient funds should be available to pay for the cost of six months of charitable operation to cover the wind-down period and the redundancy costs of any remaining staff. The financial position against the policy is reviewed every quarter.

- a. For designated reserves on occasion of funding reducing/stopping

The Trustees have established a level of free unrestricted reserves that the charity requires to bridge funding gaps to enable the charity to continue the current activities for a period of at least six months. The Trustees consider that a contingency fund of £100,000 would be appropriate. The fund currently stands at £78,000 (2021 : £0)

- b. For redundancy payments should the charity cease to trade

To provide for the payment of redundancy in the event of our funding ceasing. The trustees consider that a designated fund of £21,000 would be required. The fund currently stands at £21,000 (2021: £7,910).

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

c. VCS Emergencies Partnership

To provide for funding that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership. The fund currently stands at £4,000 (2021 : £4,000)

Money held on account

The charity has held funds on account for the Royal Cinema Trust, however the grant term expired and the remaining funds have been returned to the funder. This has resulted in a balance of £Nil at the 31 March 2022 being held on account for other charitable organisations (2021: £8,696)..

Risk management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients. External risks such as over reliance on one funding source is a matter of significant focus with continued development of the rationale and description of POP's work and, more generally the role of infrastructure, in ensuring strong and healthy communities. Over the next year this will continue to develop and be used to secure greater diversity in income.

PLANS FOR FUTURE PERIOD

Our priorities for 2022/23 are:

- Develop a vision to take POP forwards into 2023/24 and onwards, continuing to build the case for support of the grassroots sector and the infrastructure needed for healthy and resilient communities.
- Deliver the first year of Belong in Plymouth, the Healthy Communities Together programme.
- Implement use of the data dashboard to demonstrate the size and activity of the sector.
- Continue to look for opportunities to test new forms of participatory and collaborative funding processes.
- Set up and establish SPINDL CIC with Torbay Community Development Trust.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and objects

Plymouth VCSE (POP) was approved by the Charity Commission on 7th June 2016 and is a registered charity No. 1167515, CIO Number CE007437. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in the area of Plymouth and its environs.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

Governance and trustee appointments

New trustees are elected and appointed at POP's Annual General Meetings. They are also co-opted during the year as opportunities arise, to then be elected for a full term at the AGM. 10% of members are required to attend the AGM as are the new elected trustees.

Trustees meet every month avoiding the need for sub committees to be formed.

The trustees who have served during the period under review are set out below.

Trustee training and induction

All new trustees are welcomed onto the Board and an informal induction process starts. Trustees are given access to all organisational documentation and encourage to integrate into the team.

Related party transactions and trustees' expenses and remuneration

All trustees gave their time freely and claimed no expenses or remuneration in the year.

Karen Pilkington is spouse to Managing Director of Cornerstone Vision, who are contracted on a monthly basis to advertise the activities of POP to their readership of 92,000 households in Plymouth via a free newspaper, the Chronicle. This was especially important in reaching those individuals who have limited or no access to digital news over lock down. Karen played no part in the decision making and left that section of the meeting.

Both Our Plymouth and The Chronicle occupy unique positions in Plymouth with no natural competitors.

Within the staff team we also had a bit of movement and change, welcoming in Claire Law as our Core Lead, focussing on operations across the charity and said fond farewells to Kim Armstrong and Haidee Dampney.

Staff:

Matt Bell (CEO)
Deborah Penprase
Imogen Potter
Chris Maccullie
Rowan Edwards
Charlotte Brew
Claire Law
Simon Travers (joined)
Lee Bowden-Carter (joined)
Millie Lepic (joined)
Stuart Jones (joined)

Associates:

Caroline Blackler
Chas Shaw
Donna Maughan
Gareth Hart
Jabo Butera
Paul Read
Stephane Kolinsky
Stuart Jones
Susan Moores
Rebekah Coombes

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Plymouth VCSE (POP): registered charity number: 1167515.

Charitable Incorporated Organisation registered on 7th June 2016.

Trustees

Alan Butler

Andi Higginson

Josephine Bussell

Karen Pilkington

Lesley Coulton

Martin Eric Mills

Kay O'Shaugnessy

Kiven Emmanuel

Sally Walker (joined 09/11/2021)

Chairperson

Lesley Coulton

Principal office

Devonport Guildhall

Ker Street

Plymouth

PL1 4EL

Independent examiners

Wills Accountants Ltd

Chartered Certified Accountants

2 Endeavour House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

Bankers:

CAF Bank Ltd.

25 Kings Hill

Avenue

West Malling

Kent

Plymouth VCSE (POP)
Charitable Incorporated Organisation Information

Statement of Trustees' Responsibilities

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

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS102);
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of trustees on 04 October 2022

.....
L Coulton
Trustee

Plymouth VCSE (POP)
Independent Examiner's Report to the trustees of Plymouth VCSE

Report of the Independent Examiner to the trustees
on the accounts of the Charity for the year ended 31 March 2022

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 35 to 51

Respective responsibilities of trustees and examiner

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination

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

Mr Philip Wood Soutter FCCA

for and on behalf of

Wills Accountants Ltd Chartered

Certified Accountants 2 Endeavour

House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

The date upon which my opinion is expressed is :- 04 October 2022

**Statement of Financial Activities
for the year ended 31 March 2022**

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated
	Notes	2022 £	2022 £	2022 £	2021 £
Income and endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies		94,232	624,540	718,772	429,197
Other trading activities		-	-	-	850
Charitable activities		-	-	-	7,885
<i>Other Incoming Resources</i>		-	-	-	-
Total income and endowments		94,232	624,540	718,772	437,932
Expenditure on					
Costs of charitable activities		36,303	492,729	529,032	346,336
Other costs		2,702	417	3,119	2,603
Total expenditure		39,005	493,146	532,151	348,939
Net Income before transfers between funds		55,227	131,394	186,621	88,993
Gross transfers between funds		(888)	888	-	-
Net income before Other recognised gains and losses		54,339	132,282	186,621	88,993
Other recognised gains and losses		-	-	-	-
Net movement in funds		54,339	132,282	186,621	88,993
Reconciliation of funds					
<i>Total funds brought forward</i>	9	50,764	142,167	192,931	103,938
Total Funds carried forward	9	105,103	274,449	379,552	192,931

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on page 37 as required by the SORP.

All activities derive from continuing operations

The notes on pages 39 to 45 form an integral part of these accounts.

**Statement of Financial Activities
for the year ended 31 March 2022**

**Statement of Total Recognised Gains and Losses for the
year ended 31 March 2022**

	2022	2021
Excess of Expenditure over income before realisation of assets	186,621	88,993
Profit per Profit and Loss account	186,621	88,993
Grants for the acquisition of fixed assets	-	-
Net Movement in funds before taxation	186,621	88,993

**Movements in revenue and capital funds for
the year ended 31 March 2022**

Revenue accumulated funds	Designated Funds 2022	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Last year Total Funds 2021
		£	£	£	£
Accumulated funds brought forward	11,910	38,854	142,167	192,931	103,938
Recognised gains and losses before transfers	-	55,227	131,394	186,621	88,993
Dividend payments made		-	-	-	-
	11,910	94,081	273,561	379,552	192,931
Transfers between restricted and unrestricted funds		(888)	888	-	-
Transfers (to)/from designated funds	91,090	(91,090)	-	-	-
Closing revenue accumulated funds	103,000	2,103	274,449	379,552	192,931

The purposes for which the designated funds have been established are described in the notes to the accounts

Summary of funds	Designated Funds 2022	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Last Year Total Funds 2021
Revenue accumulated funds	-	2,103	274,449	276,552	181,021
Revenue designated funds	103,000	-	-	103,000	11,910
Total funds	103,000	2,103	274,449	379,552	192,931

The notes on pages 39 to 45 form an integral part of these accounts.

Plymouth VCSE (POP)
Company Number
Balance Sheet
as at 31 March 2022

	2022	2022	2021	2021
	£	£	£	£
Fixed assets				
Intangible assets		-		-
Tangible assets	5	<u>2,930</u>		<u>2,324</u>
Total fixed assets		2,930		2,324
Current assets				
Debtors	6	53,636		6,838
Cash at bank and in hand		<u>330,175</u>		<u>196,488</u>
Total current assets		<u>383,811</u>		<u>203,326</u>
Creditors:-				
amounts due within one year	7	<u>(7,189)</u>		<u>(12,719)</u>
Net current assets		376,622		190,607
Total assets less current liabilities		<u>379,552</u>		<u>192,931</u>
Creditors:-				
amounts due after more than one year		-		-
Net assets including pension asset / liability		<u>379,552</u>		<u>192,931</u>
The funds of the charity :				
Unrestricted income funds				
Unrestricted revenue accumulated funds	9	2,103		38,854
Designated revenue funds	9	<u>103,000</u>		<u>11,910</u>
Total unrestricted funds		105,103		50,764
Restricted revenue funds				
Restricted revenue accumulated funds	9	<u>274,449</u>		<u>142,167</u>
Restricted fixed asset funds				
Total restricted funds		274,449		142,167
Total charity funds		<u>379,552</u>		<u>192,931</u>

The financial statements were approved and authorised for issue by the Board on 04 October 2022

Signed on behalf of the board of Trustees

L Coulton

Trustee

The notes on pages 39 to 45 form an integral part of these accounts.

Plymouth VCSE (POP)
Cash Flow Statement
for the year ended 31 March 2022

	2022	2021
	£	£
Cash generated from operations		
Operating profit	186,621	88,993
Reconciliation to cash generated from operations:		
Depreciation	1,607	1,163
(Increase)/decrease in debtors	(46,798)	17,360
(Decrease)/increase in creditors	<u>(5,530)</u>	<u>9,310</u>
	<u>135,900</u>	<u>116,826</u>
Cash from other sources		
Interest received	-	-
Grants received for the acquisition of fixed assets	-	-
New long-term bank borrowings	-	-
Proceeds from sale of tangible fixed assets	-	-
Proceeds from sale of investments	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>
Application of cash		
Interest paid	-	-
Purchase of tangible fixed assets	(2,213)	(1,119)
Repayment of amounts borrowed	<u>-</u>	<u>-</u>
	<u>(2,213)</u>	<u>(1,119)</u>
Net increase in cash	133,687	115,707
Cash at bank and in hand less overdrafts at 1 April	<u>196,488</u>	<u>80,781</u>
Cash at bank and in hand less overdrafts at 31 March	<u>330,175</u>	<u>196,488</u>
Consisting of:		
Cash at bank and in hand	330,175	196,488
Overdrafts	<u>-</u>	<u>-</u>
	<u>330,175</u>	<u>196,488</u>
Major non-cash transactions		
Capital value of new finance lease arrangements	<u>-</u>	<u>-</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

1 Accounting policies

The principle accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of preparation of the accounts

Plymouth VCSE (POP) is a Charitable Incorporated Organisation registered in England / Wales . The address of the principle office is given in the charity information on page 32 of these financial statements.

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 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £

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.

Incoming Resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate.

Except as described under the 'Deferred Income' accounting policy all grants, including grants for the purchase of fixed assets , are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Deferred income

In accordance with the SORP grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the SORP.

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- 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.
- Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity and those items not falling into the categories above.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Charitable giving: As a charity Plymouth VCSE (POP) are proud that, when funds allow, they bless other charities. Such donations are shown under "Charitable Giving" within these accounts.

Fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

Taxation

As a registered charity, the organisation 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.

Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Funds structure policy

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the Trustee Board for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 Surplus for the financial year	2022	2021
£		£
This is stated after crediting :-		
Depreciation of owned fixed assets	1,607	1,163
Pension costs	7,499	7,069
Independent Examiner's Fees	<u>1,512</u>	<u>1,440</u>
	<u>10,618</u>	<u>9,672</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

4 Staff Costs and Emoluments

	2022	2021
	£	£
Gross Salaries	142,473	124,186
Employer's National Insurance	39,505	30,502
Pension Contributions	7,499	7,069
Consultancy & Associates fees	<u>99,902</u>	<u>96,292</u>
	<u>289,379</u>	<u>258,049</u>

There was no remuneration or expenses paid to the Trustees in the year (2021 - £Nil)
 The average number of staff in the year totaled 10 (2021 : 21)
 No employee received total benefit exceeding £60,000 (2021 : Nil)

5 Tangible functional fixed assets

	Office Equipment	Total
	£	£
Asset cost, valuation or revalued amount		
At 1 April 2021	5,819	5,819
Additions	2,213	2,213
Disposals	-	-
Surplus on revaluation	<u>-</u>	<u>-</u>
At 31 March 2022	<u>8,032</u>	<u>8,032</u>
Accumulated depreciation and impairment provisions		
At 1 April 2021	3,495	3,495
Eliminated on disposals	-	-
Depreciation on revaluation	-	-
Charge for the year	<u>1,607</u>	<u>1,607</u>
At 31 March 2022	<u>5,102</u>	<u>5,102</u>
Net book value		
At 31 March 2022	<u>2,930</u>	<u>2,930</u>
At 31 March 2021	<u>2,324</u>	<u>2,324</u>

6 Debtors

	2022	2021
	£	£
Trade debtors	52,300	5,856
Other Debtors	306	-
Prepaid expenses	1,030	982
Accrued income	<u>-</u>	<u>-</u>
	<u>53,636</u>	<u>6,838</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

7 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,947	2,583
Accrued expenses	5,242	1,440
Funds held for third parties	-	8,696
	<u>7,189</u>	<u>12,719</u>

Royal Cinema Trust

The charity acts as Agents for the Royal

8 Analysis of the Net Movement in Funds

	2022 £	2021 £
Net movement in funds from Statement of Financial Activities	186,621	88,993
Net resources applied on functional fixed assets	-2,213	-1,119
Net movement in funds available for future activities	<u>184,408</u>	<u>87,874</u>

9 Analysis of Individual Funds and of assets and liabilities representing funds

At 31 March 2022

	Unrestricted funds £	Designated funds £	Restricted funds £	Total Funds £
Tangible Fixed Assets	1,486	-	1,444	2,930
Current Assets	7,806	103,000	273,005	383,811
Current Liabilities	(7,189)	-	-	(7,189)
	<u>2,103</u>	<u>103,000</u>	<u>274,449</u>	<u>379,552</u>

At 1 April 2021 - Restated

	Unrestrictedfunds £	Designated funds £	Restricted funds £	Total Funds £
Tangible Fixed Assets	1,428	-	896	2,324
Current Assets	41,449	11,910	149,967	203,326
Current Liabilities	(4,023)	-	(8,696)	(12,719)
	<u>38,854</u>	<u>11,910</u>	<u>142,167</u>	<u>192,931</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

The individual funds included above are :-

	Funds at 2021	Movements in Funds as below £	Transfers Between funds £	Funds at 2022 £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	38,854	55,227	(91,978)	2,103
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	7,910	-	13,090	21,000
Contingency Fund - Working Capital			78,000	78,000
VCSEP	4,000	-		4,000
<u>Restricted funds</u>				
Esmee Fairbairn	86,566	(11,566)	-	75,000
SIMPL	11,697	19,124	-	30,821
National Lottery Community Fund - BBO	83	535	-	618
Devon Community Foundation	112	(112)	-	-
Alex Ferry Foundation	-	-	-	-
Plymouth City Council - HSHAZ	1,250	(2,138)	888	-
Unify Plymouth (PCC CMF)	37,500	(12,507)	-	24,993
National Lottery Community Fund - (HCT)	4,959	92,872	-	97,831
Keyham Fund		20,850		20,850
Plymouth Wellness		24,336		24,336
	-	-	-	-
	<u>192,931</u>	<u>186,621</u>	<u>-</u>	<u>379,552</u>

Analysis of movements in funds as shown in the table above

	Incoming Resources £	Outgoing Resources £	Gains & Losses £	Movement in funds £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	88,795	(33,568)	-	55,227
HMRC JRS	687	(687)	-	-
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
Contingency Fund - Working Capital				
VCSEP	4,750	(4,750)	-	-
<u>Restricted funds</u>				
Esmee Fairbairn	240,500	(252,066)	-	(11,566)
SIMPL	24,000	(4,876)	-	19,124
National Lottery Community Fund - BBO	62,665	(62,130)	-	535
Devon Community Foundation	-	(112)	-	(112)
Alex Ferry Foundation	10,000	(10,000)	-	-
Plymouth City Council - HSHAZ	14,545	(16,683)	-	(2,138)
Unify Plymouth (PCC CMF) Devon CCG	15,000	(27,507)	-	(12,507)
National Lottery Community Fund - (HCT)	129,444	- (36,572)	-	92,872
Keyham Fund	98,550	(77,700)	-	20,850
Plymouth Wellness				-
	29,836	(5,500)	-	24,336
	<u>718,772</u>	<u>(532,151)</u>	<u>-</u>	<u>186,621</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

10 Grant Allocation

Organisation Source	Funding	Amount £
Devon Communities Together	VCS	3,200
Diverse Voices - Diversity Business Incubator	EFF	8,000
Diversity Business Indicator	PtC	2,000
Keyham Sparks - 1st Keyham Scouts	KEY	3,000
Keyham Sparks - Celebrating Steam	KEY	1,000
Keyham Sparks - Character Creation	KEY	1,000
Keyham Sparks - Clean Our Patch	KEY	2,000
Keyham Sparks - College Road Primary	KEY	3,000
Keyham Sparks - Crops Ltd	KEA	3,000
Keyham Sparks - Diverse Events	KEY	1,000
Keyham Sparks - Drake Primary	KEY	3,000
Keyham Sparks - Exim Dance	KEY	3,000
Keyham Sparks - Ford Primary School	KEY	3,000
Keyham Sparks - Keyham Krafties	KEY	2,000
Keyham Sparks - Mindset Project	KEY	2,000
Keyham Sparks - Mount Batten Centre	KEY	3,000
Keyham Sparks - North Plymouth Youth Project	KEY	2,000
Keyham Sparks - Ocean Conservation Trust	KEY	1,000
Keyham Sparks - Plymouth Pantheon	KEY	2,000
Keyham Sparks - Rent a Role Drama	KEY	3,000
Keyham Sparks - Small Grants £500	KEA	4,000
Keyham Sparks - Small Grants £500	KEY	14,000
Keyham Sparks - St Levan Park NHW	KEY	2,000
Keyham Sparks - The Kintsugi Project	KEY	2,000
Keyham Sparks - The Tree Project	KEA	3,000
Keyham Sparks - The Village Hub	KEY	2,000
Keyham Sparks - WCEDT - Healthy Living Centre	KEY	2,000
Keyham Sparks - Flax Project	KEY	1,000
Keyham Sparks - Foreign Birds	KEY	2,000
Learning & Collaboration - Mayflower Drama OC	EFF	3,000
Neighbourhood Network Grant - Efford NCN	UNP	3,000
Neighbourhood Network Grant - Efford NCN	EFF	1,000
£250 a Pop	EFF	16,000
POP Collectives - Art and Nature Project	EFF	5,000
POP Collectives - Big Sis	EFF	3,000
POP Collectives - Community food Cycle	EFF	5,000
POP Collectives - Digital Inclusion	EFF	3,000
POP Collectives - Life after Lockdown	AFF	5,000
POP Collectives - Mindful Art Club	EFF	3,000
POP Collectives - Plymouth Recovery and Empowerment Group	EFF	5,000
POP Collectives - Radical Minski Nudge OC	EFF	3,000
POP Collectives - Refugee Support Fund	EFF	5,000
POP Collectives - Social Isolation Forum	EFF	3,000
Social Isolation Forum	HCT	5,859
POP Collectives - The Hundred Hands	EFF	5,000
POP Collectives - The Kintsugi Project	EFF	3,000
POP Collectives - VAP PAW	EFF	3,000
POP Collectives - Welcome Hall	AFF	5,000
Street to Scale	EFF	14,950
WCEDT - Plymouth Together Fund	GEN	2,500
		185,509

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2022

Funding Source key

EFF - Grant - Esmee FairbairnGEN -

Grant - General Fund

KEY - Grant - Keyham Community Sparks Fund

KEA - Grant - Keyham Community Sparks Fund supported by the Alex Ferry FoundationAFF -

Grant - Alex Ferry Foundation

PtC - Grant - Power to Change through the SIMPL projectHCT -

Grant - National Lottery Community Fund

UNP - Grant - Unify PlymouthVCS -

Grant - VCSEP Fund

11 Purpose of Restricted Funds Received

Grant - Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
Grant – SIMPL	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon - specifically focus on supporting people to age well, including supporting community businesses.
Grant - Big Lottery - Building Better Opportunities	This funding is to support and help people back to work project. The funding stream is over three years.
Grant - Alex Ferry Foundation	Grant making to local groups.
Grant - Keyham Community Sparks	Grant making and support for grassroots groups and projects in the Keyham community in response to the Keyham shooting.
Grant - Plymouth City Council - CMF	This funding is to support the coming together of diverse communities

Plymouth VCSE (POP)

Appendices to the Statement of Financial Activities for the year ended 31 March 2022

The following appendices are attached to detail the activity analysis required by the 2019 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales.

- 1. Analysis of Total Incoming & Outgoing Resources by Activity**
- 2. Analysis of Total Support Costs by Activity**
- 3. Analysis of charitable expenditure by activity**

Plymouth VCSE (POP)

Appendix 1

Analysis of Total Incoming & Outgoing Resources by Activityfor
the year ended 31 March 2022

			Designated	Restricted Funds											
	General Fund	HMRC JRS	<u>Fund</u>		SIMPL	National Lottery	Devon Community	Alex Ferry	Plymouth City	Unify Plymouth	National Lottery	Keyham	Plymouth	2022	2021Tot
	£	£	VCSEP	Esmee Fairbairn	£	Community Fund - BBO	Foundation	Foundation	Council - HSHAZ	PCC CMF	Community Fund - (HCT)	Community Sparks Fund	Wellness Fund	Total £	al £
<i>Income and endowments from:</i>															
Donations and legacies	88,795	687	4,750	240,500	24,000	£ 62,665		10,000	14,545	15,000	129,444	98,550	29,836	718,772	429,197
Other trading activities		-	-	-	-	-	-	-	-	-	-			-	850
Investment Income	-	-	-	-	-	-	-	-	-	-	-			-	-
Charitable activities	-		-	-	--	-	-	-	-	-	-			-	7,885
Other	-		-	-		-	-	-						-	-
Total Income	88,795	687	4,750	240,500	24,000	62,665	-	10,000	14,545	15,000	129,444	98,550	29,836	718,772	437,932
<i>Expenditure on:</i>															
Costs of generating voluntary income	-		-	-	-	-	-	-						-	-
Raising funds	-		-	-	--	-	-	-						-	-
Investment management costs	-		-	-		-	-	-						-	-
Charitable activities	30,866	687	4,750	251,649	4,876	62,130	112	10,000	16,683	27,507	36,572	77,700	5,500	529,032	346,336
Other	2,702			417	--									3,119	2,603
<i>Other resources expended</i>	-			-		-	-	-						-	-
Total resources expended	33,568	687	4,750	252,066	4,876	62,130	112	10,000	16,683	27,507	36,572	77,700	5,500	532,151	348,939
Net Incoming Resources by activity	55,227	-		(11,566)	19,124	535	(112)	-	(2,138)	(12,507)	92,872	20,850	24,336	186,621	88,993

Plymouth VCSE (POP)

Appendix 2

Analysis of Total Support Costs by Activityfor the year ended
31 March 2022

Nature of support costs	Designated <u>Restricted Funds</u> <u>Fund</u>														2022 Total £	2021Total £
	General Fund	HMRC JRS	VCSEP	Esmee Fairbairn	SIMPL	National Lottery Community Fund - BBO	Devon Community Foundation	Alex Ferry Foundation	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community Fund - (HCT)	Keyham Community Sparks Fund	Plymouth Wellness Fund			
	£	£	£	£	£	£	£	£								
Salaries	1,740	687	1,550	67,128		54,078			1,620		7,020	3,150	5,500	142,473	124,186	
Tax & NI				39,505										39,505	30,502	
Pensions				7,499										7,499	7,069	
Associates & Sub-contractors	14,142			20,286	2,876	4,014			13,079	24,507	20,998			99,902	96,292	
Marketing & promotion (General, website dev.)	1,644			14,157		638	112				684			17,235	14,621	
Grants	2,500		3,200	88,950	2,00			10,000		3,000	5,859	70,000		185,509	48,000	
Bookkeeping/Financial Admin	4,392					1,476								5,868	4,261	
Payroll				578										578	675	
Office Rent				2,455					55		240	110		2,860	4,590	
Events / venue hire	1,937			278		73			1,646		373			4,307	194	
Telephone/broadband/mobiles				1,570					35		150	65		1,820	2,090	
Insurance	1,002			438										1,440	993	
Professional fees				175		50								225	40	
Independent Examiners Fees	1,512													1,512	1,440	
Website/email hosting	301			855					(110)		494	40		1,580	541	
Admin (Printing/Stationery/Postage)	20													20	194	
Memb. Fees/Conferences	513			335										848	1,450	
Training (Delivery & CPD)	1,695			2,283										3,978	5,585	
Travel/subsistence	771			2,172		1,469								4,412	1,993	
IT Support/Software	386			3,132		60			358		754	4,335		9,025	2,931	
Bank charges	96													96	66	
Sundries/Misc/Equipment	(273)			27		98								-148	63	
Depreciation	1,190			243		174								1,607	1,163	
Total support costs analysed by activity	33,568	687	4,750	252,066	4,876	62,130	112	10,000	16,683	27,507	36,572	77,700	5,500	532,151	348,939	

	2022 £	2021 £
The above amounts are shown in the accounts as		
Support costs for charitable activities	343,523	298,336
Grantmaking to achieve the objects of the charity	185,509	48,000
Total Other costs	<u>3,119</u>	<u>2,603</u>
	532,151	348,939

The basis of allocation of costs and the methods used are described in note 1 to the accounts

Plymouth VCSE (POP)**Schedule to the Statement of Financial Activities for
the year ended 31 March 2022**

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Prior Period Total Funds 2021 Restated £
Incoming Resources				
Income from Donations and Legacies				
Non government and non public bodies				
Incoming resources of a revenue nature - grants, donations and legacies				
Training / Workshops	-	-	-	-
Donations	93,712	624,540	718,252	428,173
Service Fees	- 520	-	-520	- 1,024
Training / Workshops		-		
Total	94,232	624,540	718,772	429,197
Total Donations & Legacies Received	94,232	624,540	718,772	429,197
Activities for generating funds				
Other activities for generating funds	-	-	-	850
Total of Other Trading Activities	-	-	-	850
Income from charitable activities				
Job Retention income	-	-	-	7,885
Total Incoming resources from charitable activities	-	-	-	7,885
Total Income	94,232	624,540	718,772	437,932

Plymouth VCSE (POP)**Schedule to the Statement of Financial Activities for
the year ended 31 March 2022**

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Prior Period Total Funds 2021 Restated
	£	£	£	£
Charitable expenditure				
<i>Support costs of charitable activities</i>				
<i>Direct support costs</i>				
Net wages and salaries - charitable activities	3,977	138,496	142,473	124,186
PAYE and NI	-	39,505	39,505	30,502
Pension contributions charitable employees	-	7,499	7,499	7,069
Consultancy & Associates fees	14,142	85,760	99,902	96,292
Promotion & Recruitment	1,644	15,591	17,235	14,621
	19,763	286,851	306,614	272,670
<i>Indirect employee costs</i>				
Training and welfare	1,695	2,283	3,978	5,585
Travel and subsistence	771	3,641	4,412	1,993
	2,466	5,924	8,390	7,578
<i>Premises Costs</i>				
Rent & Venue Hire	-	2,860	2,860	4,590
Event Costs	1,937	2,370	4,307	194
Insurance	1,002	438	1,440	993
	2,939	5,668	8,607	5,777
<i>General administrative expenses:</i>				
Telephone and Internet	-	1,820	1,820	2,090
Administration	20	-	20	194
Website	301	1,279	1,580	541
Membership & Subscriptions	513	335	848	1,450
IT & Software Support	386	8,639	9,025	2,931
Payroll costs	-	578	578	675
Promotion & Recruitment	-	-	-	-
Bank charges	96	-	96	66
Sundry expenses	(273)	125	(148)	63
	1,043	12,776	13,819	8,010

Unrestricted Funds	2022	Restricted Funds 2022	Total Funds 2022	Prior Period Total Funds 2021 Restated
	£	£	£	£
Professional fees in support of charitable activities				
Professional fees	-	225	225	40
Bookkeeping fees	4,392	1,476	5,868	4,261
	4,392	1,701	6,093	4,301
Total costs	30,603	312,920	343,523	298,336
Grantmaking to achieve the objects of the charity				
Grants paid including Gift Aid payments				
Grants allocated	5,700	179,809	185,509	48,000
Total Expended on Charitable Activities	36,303	492,729	529,032	346,336
Independent Examiner's Fees	1,512	-	1,512	1,440
Depreciation of fixed assets	1,190	417	1,607	1,163
Total Other costs	2,702	417	3,119	2,603

A detailed breakdown of the grants paid can be found in note 11 of these financial statements

Analysis of transfers between funds

Transfer to/(from) unrestricted	(91,978)	-	(91,978)	(4,000)
Transfer to/(from) restricted to be analysed further	-	888	888	-
Transfer to/(from) designated	91,090	-	91,090	4,000
	-	888	-	-

PLYMOUTH VCSE

England & Wales - Charity number 1167515

Accounts



Reports & Accounts

for the annual financial period ended

APRIL 2020 – MARCH 2021

for

Plymouth VCSE (POP)



Charitable Incorporated Organisation

Registered Charity CIO No: 1167515

Email: info@plymouthoctopus.org.uk Website: www.plymouthoctopus.org

REPORT OF THE TRUSTEES
for the 12 month period ended 31st March, 2021

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OUR YEAR IN NUMBERS 2020 – 2021

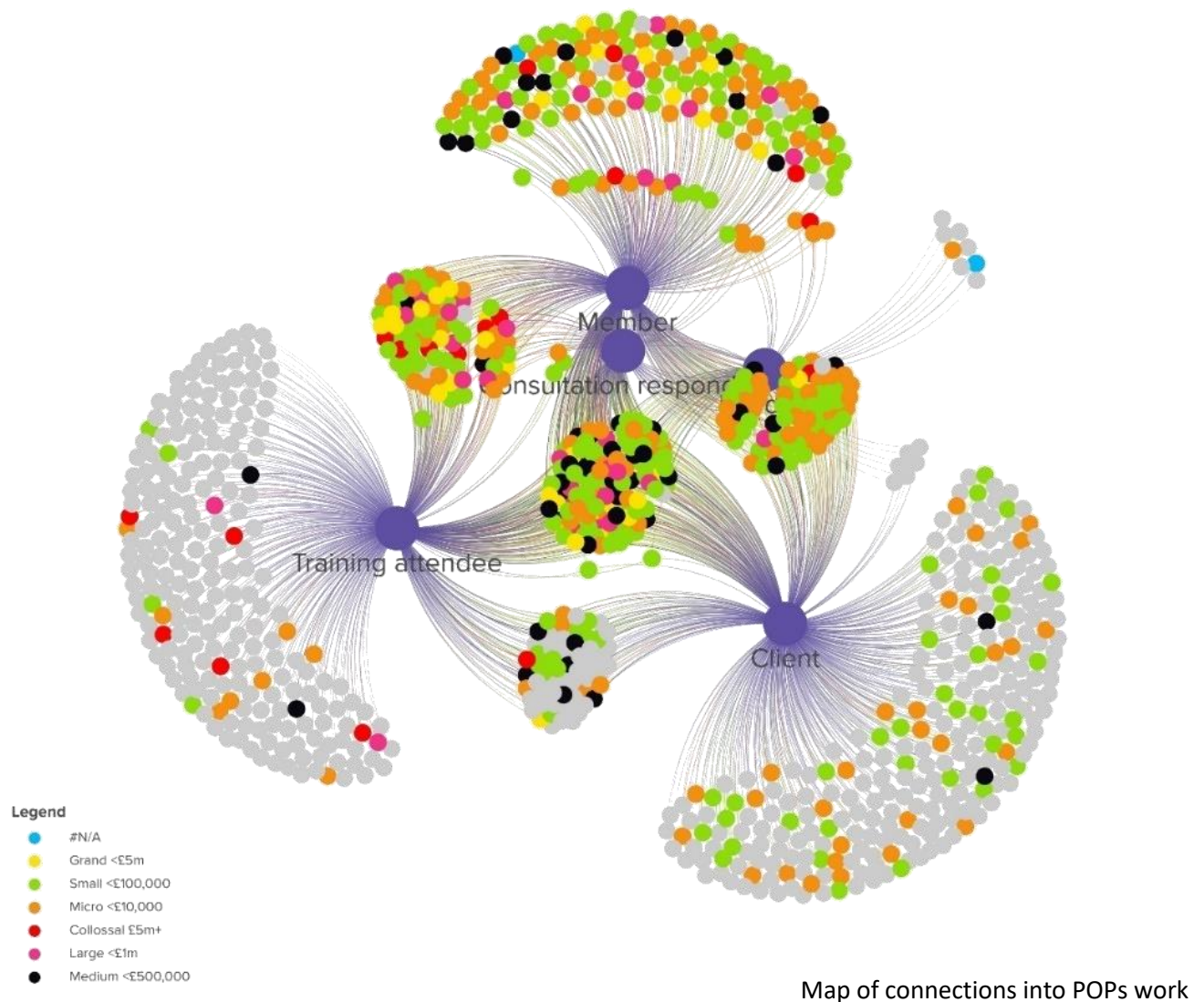
138 members joined

111 organisations supported via POP ideas with **255** hours of support

26 training courses delivered to **104** organisations covering **13** subjects

£889k worth of funding applications supported with **£646k** successful

113 members participated in our decision making, **86** in the rating of peer projects as part of our funding process



CHAIR'S REPORT

This year has been extremely challenging both for the POP team and for the Plymouth Community. With strict restrictions in place, it has meant most of us having to change the way we work and being creative about how we provide services and support. Many of us were working from home and adapting our skills to meet the changing needs of our community during a very difficult year.

The POP Trustees are extremely proud of how the Team have adapted and changed their work practices to reflect the changing needs of our community. During the year we said farewell to Haidee Dampney who left in July 2020 and Kim Armstrong who left in March 2021. In February 2021 we welcomed Claire Law onto the team as Core Lead.

The Trustees welcomed Kay O'Shaughnessy and Kiven Emmanuel onto the board, both bring new skills and experience. We thanked and said goodbye to Chris Forster, Roger Mitchell, Wendy Hart and Sara Rhodes.

New developments

- Through funding from Devon Together, POP funded 'Our Plymouth' to create the initial portal that helped play a part in the recruitment of volunteers for the vaccination programme and developed the Neighbourhood Care Networks.
- A learning report was produced for the Esmée Fairbairn Funding Project.
- Funding streams were adapted introducing POP Collectives and £250 a POP.

Focusing on the forthcoming year

The challenges remain with Covid and adapting our services to meet the changing needs of our community. We are continuing to work more with online communication and offer training to support community organisations develop their skills. The focus going forward:

- The future evolution of POP's overall approach
- Continuing to build connections and effective networks
- Collaboration to meet our strategic direction
- Strengthening skills and capacity within our community
- Explore and apply for funding relevant to our organisation's aims and objectives
- Continue to run a lean organisation with strong strategic impact
- Continue to focus on the future direction of POP.

Lesley Coulton

Trustees and Chair of POP, September 2021.

OBJECTIVES & AIMS

“POP supports and leads real, purposeful and lasting change in Plymouth.

Our purpose is to build strong grassroots organisations, charities and social enterprises by supporting them to work together and take a lead role in creating change.

We are driven by the energy, passion and skills of local people taking action to make our society and environment a better place to live. A small team of dedicated staff, associates and trustees do this by influencing, connecting, training and creating opportunities.

Our values define everything we do: we are committed to building and strengthening trust and relationships; collaborating with others and being innovative. With all our work we strive to learn - and encourage learning - through our actions.”

We fulfil this mission by:

- Advocating and supporting the growth of active citizens and social connectivity
- Nurturing a membership of grassroots groups and organisations through our core offer.
- Working strategically.

POP recognises the value of ‘going with the energy’ – of identifying, supporting, and building on ideas and initiatives that motivate those involved and carry their own momentum for change. But we are also committed to an inclusive sector and to a voice for all in the debate on shaping a better future for Plymouth. In all areas of our work, we actively seek opportunities to push forward on three key concerns:

- **Reaching and supporting grassroots activity** – COVID-19 has brought home just how vital a healthy and vibrant community infrastructure is. POP has made this a priority from the start of its EFF funding, investing in skills development, building, and connecting networks, micro funding grass roots initiatives, and engaging the change makers of the future.
- **Diversity and inclusion** – POP strives to create a platform and an approach for all voices to be heard. We seek to learn from the wide range of ideas and approaches that can be applied to through empowering everyone to be input into the collective. More is to be done and will be done.
- **Participatory processes** - In a culture dominated by the idea of the ‘heroic’ individual leader, POP is firmly convinced that progress to resolve complex social and environmental challenges will only be achieved by embracing the power of ‘We’. In everything we do, we champion open, collaborative, peer-led, participative processes and decision making as the norm.

Grant making policies

POPs grant making policies aim to deliver the core mission to strengthen grassroots organisations, voluntary organisations, charities and social enterprises through collaboration.

REPORT OF THE TRUSTEES
for the 12 month period ended 31st March, 2021

The charity is testing new approaches the preference collaboration and the necessary environment that allows this to flourish. We can link this directly back to the logic that lies behind everything POP does:

- The biggest issues, environmentally and social are complex.
- No one actor or set of actors can create the change we need.
- Networks and collaboration at a citizen and organisational level, and the behaviours required to be effective are most likely to allow the changes to emerge.
- **Traditional funding processes destroy, not build collaboration.**
- **The examples we have set, and the impacts we have had, when seen by other funders might lead to a greater change in how funding is used in Plymouth and further afield.**

As a result of testing and trying new processes, activities are under constant review and adaption. Current processes can be found here <https://www.plymouthoctopus.org/funding/>

ACHIEVEMENTS & PERFORMANCE

Every Annual Report this year must start by recognising the world was turned upside down on the 23rd March 2020. Within one month the POP team had:

- Within 2 days we had established a private facebook group to communicate with community groups in Plymouth
- Issued email bulletins every 2 weeks
- Issued a VCSE sector survey and of the 125 survey respondents we have made contact with 74 and directly supported 35.
- Funded Our Plymouth to establish a volunteer portal and worked with the City Council on the Good Neighbours Scheme.
- Committed to taking a page in every Plymouth Chronicle to shout about the work of small groups in Plymouth. With a circulation of over 92,000 this is an important communication tool.
- Helped organisations go online, training over 50 people in Zoom within 1 week and innovated our Zoom “Play & Learn” sessions
- Continued to support through online training: Writing a Funding Application, The Difference We Make and developed a new resource for mutual aid and informal community groups, Ideas into Action.
- Started the Plymouth Neighbourhood Care Networks to provide Plymouth with an infrastructure that will help communities build a future together, connecting critical people from across the community to maximise the resource, good will and effort across the streets of Plymouth.
- We worked with Plymouth City Council and other partners to respond positively and support the most vulnerable through the Good Neighbours Scheme and Caring for Plymouth.

Worked with the Plymouth Safeguarding Childrens Board helping to make connections and get messages out and feedback what is happening in the community groups.

- Linked with NAVCA to ensure messages are sent nationally. We will be representing the results and recommendations to NAVCA to achieve national representation.
- Linked with funders locally, regionally and nationally to discuss ways forward and support needed by the sector.

Across the whole year our most significant achievements have been:

- Managing the change and providing capacity building support to organisations throughout the year with no break in service and increasing support provided:
 - Provided 34 days worth of 1:1 support
 - Training courses provided went up to 39 on 13 subjects to 104 organisations
- Running an open and participative decision-making process for £30k funding resulting in POP Collectives & £250 a POP
- EFF Learning Report

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- Establishing Neighbourhood Care Networks
- Continue to increase membership to 392 and 113 organisations engaging in POPs decision making

STATEMENT OF PUBLIC BENEFIT

Our main activities and who we try to help are described in this report. All our charitable activities focus on the support for grassroots organisations, voluntary organisations, charities and social enterprises in order to further our charitable purpose.

LEARNING AND EVALUATION

REFLECTIONS ON APRIL 2020 - MARCH 2021 – WHAT HAVE WE LEARNT?

The main piece of work done during 2020 was a co-written piece about the role of organisations like POP with our partners in the SIMPL project, Torbay Community Development Trust, PSEN, Essence, Torbay Local Spark and Co-Lab.



In this document we outline five areas of work that captures this value:

- **Networking:** We connect individuals and organisations with similar social and ecological ambitions to one another, sometimes providing the key introductions that lead to new possibilities.
- **Convening and co-design:** We support people to engage, to bring the context, to feel like equal partners and foster deep listening and observation to inform and shape solutions across sectors.
- **Advocacy and representation:** We represent our members by having a direct relationship with those that don't have the resource to make themselves heard by themselves.
- **Providing and/or supporting enterprise development:** Networks – our formal and informal relationships – mobilise the knowhow for the business support and investment needed for social enterprise success, which drives sustainable development of the social economy. Networks are often a first point of contact for entrepreneurs and changemakers – those starting community projects, socially enterprising organisations, etc.
- **Information and learning:** Networks create the conditions for learning, capacity building, linking information, experts, institutions, toolkits – and crucially, unlocking the peer learning and support developed by network members themselves. Networks also play an important role in distributing news, updates and other information such as government support measures in times of crises. This significantly helps smaller organisations to keep up to date with relevant developments.

This framing of POP's work as a 'network support agency' is part of our journey to define 'a CVS for the 21st Century', or in Esmée Fairbairn Foundation's words:

"As regards the structural support, we're keen to explore further the idea of 'a CVS for the 21st Century'.... Ideas that came up for us were the role of the organisation in brokering, advocacy, coordinating, facilitating new relationships, providing a place for thinking and incubation of ideas, as well as the broader points about being a single point of access and a mechanism for equalising the relationship of the VCS with the local authority. In practice though, what would this look like? We'd encourage you to think flexibly here. ... We're open

to hearing thoughts on how the organisation can remain nimble but still have the desired strategic impact.”

Esmee Fairbairn April 2017

Building connections and effective networks

In 2020 POP concluded a review started in 2019 into the role of POP in supporting networks in Plymouth. POP remains based on the power of networks and balances this with the resources and capacity to build networks. One of the early lessons was that it is easy to underestimate the admin, organisation and therefore time to set up networks. We quickly realised that most of the work needed to be done by the networks themselves, yet this requires the network to absorb this work and we experience reluctance for people to take the lead, so POP can step back. To manage this, we now have a clear set of actions we take to build networks:

- **POP ideas capacity building:** POP ideas supports skills and knowledge development. Part of our support to member organisations is to connect them into networks, introduce them to other organisations be as well connected as we can achieve. For networks we support with diagnostic tools and workshops.
- **POP Bites:** come along and bring your own tasty morsels of ideas, knowledge and wisdom to share. We run this every 2 months for anyone to come and meet us, others, and generally join in.
- **POP Connections:** Bi monthly POP events to facilitate networking and project information sharing.
- **POP Diverse Voices:** we believe our efforts can be best spent in amplifying the voices of those on the edge of society. Where needed, we therefore support organisations and people to connect to ensure these voices are heard.
- **POP Network Facilitators Forum:** we support anyone who is invested in the networks and want to see them grow to come together to share news, hints and tips.
- **POP Network admin grants:** we have allocated £20k to the Network Facilitators Forum to further the purpose of that group.

Collaboration

In 2020 collaborative action happened immediately and across many different areas as organisations and people became aligned on one priority - to respond to the pandemic and the impacts on communities. We already knew collaboration emerges out of existing relationships and networks in response to a shared purpose or campaign and/or an opportunity to work together and the pandemic reinforced this.

Funding also shifted away from project towards core funding allowing organisations to adapt and change, playing the best role they could in the ecosystem of support that arose, highlighting the role funding can play in nurturing collaboration.

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Strengthening skills and capacity

The COVID-19 pandemic has significantly impacted our work on strengthening skills and capacity this year. We acted quickly in March/April 2020 to move all our capacity building services to a digital model. Over the year we have delivered all our one-to-one advice and training and networking events online. This has meant we delivered many more events in 2020-2021 and we reached new audiences. Going forward we have sought the views of our beneficiaries and we will be delivering a hybrid model of both online and face-to-face support. This is so that we can capitalise on the advantages that a digital model gave us and meet the different ways in which people can and want to access the capacity building service.

Funding

Our learning and reflection on the way we grant fund is constant. We regularly review the processes we use and over 20-21 we adapted our offer in light of the pandemic.

One other significant area of learning is around the role of the Learning Champion. The post has existed since October 2019 and over this time we have learnt that:

- There is a tension that exists in the job role. We need relationships to be built with projects that have been funded and this is best achieved when the role sits within the POP team. However, because the role cannot always resolve issues directly caused by POP (problems with processes etc.). This can mean the role is drawn into operational 'fixing'. It can then be difficult to hold the objectivity needed to then hold conversations about learning with the projects.
- We need to be much clearer about expectations with those that are funded about the role of the Learning Champion.
- Have a clearer way for the Learning Champion role to log operational issues to be resolved.

Running a nimble organisation with strategic impact

Reflective Practice within the POP team took many forms during this year. A focus on personal wellbeing felt appropriate, especially with the added complexity of the pandemic. Wellbeing resources were shared amongst and by the team e.g. how to calm the nervous system, and wellbeing tips for working from home. Reflective models were introduced and tried out within team meetings and 1-1's. The POP team have made a commitment to regular reflective practice sessions, and we look forward to updating you in the next annual report! Our intention is that how we learn and reflect together as a team will ripple out and positively affect our collaborative work with the VCS.

NURTURING OUR MEMBERS

POP has always invested on building relationships with and supporting grassroots organisations and has steadily increased contact with these organisations. To encourage even greater participation, engagement in POP and improve sector 8 intelligence, POP Trustees agreed that, to receive POP support and (some of our) funding, we would make membership of POP, which is free, mandatory.

There has been a significant rise in the number of 'micro' organisations (income less than £10k) which have joined in the last 12 months. Small (under £100k annual turnover) and micro-organisations (under £10k annual turnover) now constitute nearly 70% of the membership. Capacity building data also shows a health and growing level of engagement. We have increased support to smaller organisations – 80% of our support now reaches organisations under £100k annual turnover. POP is now starting to use the data to chart progress in making and building connections:

POP capacity building service (POP Ideas)

POP ideas is a service that provides advice for small, large, new or established voluntary, community and social enterprise organisations in Plymouth. It is delivered in partnership between POP and Iridescent Ideas CIC.

This year has been astonishing and difficult but also surprisingly productive and, despite the undeniable sadness, at times it has been uplifting - with stories of innovation and tremendous community spirit.

The COVID-19 pandemic has significantly impacted on our work. We acted quickly in March 2020 to move all our services to a digital model. Over the year we have delivered all our one-to-one advice and training and networking events online. This has meant we have delivered many more events. Training sessions jumped from 13 in 2019-2020 to 39 in 2020-2021.

We are proud to have adapted well and to have maintained excellent quality of provision with 98% of beneficiaries saying that the service is excellent or good. This is the highest overall quality rating we have achieved in the seven years existence of POP ideas.

We worked very closely with funders and key partners to ensure that COVID response funding flowed into the city. This was made possible by us sharing information and influencing decisions and we supported many groups and organisations to access this funding.

COVID-19 has undoubtedly challenged the voluntary, community and social enterprise sector. We have witnessed some organizations close and others struggle to adjust to the new environment. But we have seen remarkable resilience and adaptability. Communities and community groups have often come together to support each other through the crisis.

The future is uncertain with job losses, health and other challenges to come. However, we are proud of our work and that of the voluntary, community and social enterprise groups we support. We believe that the COVID-19 crisis provides us all an opportunity to build back better, greener and fairer and we hope that civil society organizations will be at the heart of our recovery.

CASE STUDY



Farleys Food Co-op is a Plymouth grocery store that is run and owned by its members, selling fresh, and mostly sustainable produce to all.

After a successful crowdfunding campaign, Farleys received 1:1 support from POP ideas in business planning and legal structures to help prepare for its launch.

"POP ideas are so important to businesses and the voluntary sector in Plymouth because they're great at signposting and offering the support that you need. It's nice to have access to an expert or specialist in a field that you don't really know about, and a friendly team who really want to see you succeed." - Josh Puleston, Farleys Food Co-op

Future plans

- We want to expand our offer to provide skills and capacity building support for the emerging networks and partnerships operating across Plymouth.
- We will refresh and significantly broaden our training workshop offer.
- We are going to pilot an 'impact journey' with clients to find out more about their experience with us and find out areas where we can improve our service.

This year

- This year we have supported **111** organizations in Plymouth. This includes community groups, voluntary sector organizations, social enterprises, charities and community businesses and more
- **£647k** raised in grant funding for **40** organizations
- Of this funding, we helped to secure **£385,735** from **50 bids** for COVID response work or for emergency funds for community groups
- **104** community groups have attended **26** training and networking sessions on things like: legal structures, presentations, project management, funding, financial management, social impact and social media
- In a recent survey **98%** of respondents said overall the quality of Pop ideas is excellent or good

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Cumulative impact since 2014

- **£7.3 million** raised for **259** organizations in Plymouth
- We have delivered one-to-one advice to **over 550** voluntary, community and social enterprise organizations in the city
- Over **600** Plymouth-based community groups and organizations have attended over **130** training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding

Outcomes 2020-2021

- **96%** felt better informed about relevant developments
- **87%** felt more confident applying for funding
- **70%** said their skills had improved
- **61%** felt better at proving the difference and impact they made
- **57%** had stronger foundations in place for their work (e.g., a legal structure or constitution)
- **59%** said they were delivering a better service for their clients.

ACTIVE CITIZENS AND SOCIAL CONNECTIVITY

Positive People Devon

Positive People's response at the beginning of the pandemic in March 2020 was to move all activities online to ensure that existing, previous and new participants would feel connected and reassured. We have supported people to come online and participate in workshops and events and our main goal was to reduce loneliness and social isolation and provide a way to remotely connect to others but also still gain new skills.

- Provided more than 100 online activities such as personal development workshops, arts and crafts, mindfulness and learning opportunities with local and national groups/individuals. These included Greenwood Music, K's New from Old and SeaDream
- Held over 90 drop-ins to maintain connection and support
- Provided one to one IT support to help people access activities online
- Worked closely with Torbay Community Development Trust to further develop a peer programme - 10 peers trained across Plymouth and Torbay by the end of December 2020
- With the help of our Community Guru, Haidee Dampney, a group of four peers co-designed a 5 week well-being programme which was successfully piloted and led by peers late in Autumn 2020 and run again in January/February 2021

Empowering communities

During 2020-21 we also wrote a short document to act as a call to action for Plymouth. In this document we highlight the power and value of having well connected and active communities, then make the following recommendations for Plymouth:

1. We need to collectively support the need for community building and citizen activation across the city.
2. We need to make a long-term investment in the infrastructure needed to support the grassroots.
3. We need to build on what is there already using funding to fuel this where collaboration, transparency and openness is a default and not an exception.

WORKING STRATEGICALLY

SIMPL – the Barrow Cadbury Connect Fund

The focus of this co-design process is on the question:

What helps and hinders someone stay independent as they get older?

This focus has been a result of conversations started in April 2019 with a range of different departments Plymouth City Council and other key partners in the city. In April 2020 we had started conversations and secured senior support from Plymouth City Council, but the pandemic significantly slowed progress.

We made steady progress in developing cross-sector conversations around this central question. The project has strategic sign up from the Strategic Director for People and the Plymouth City Council Cabinet portfolio holder. As well as the impact of the pandemic we experienced a further slight delay as the external capacity appointed to lead on the work could not fulfil the contract. Instead a new approach has been taken to create a series of community conversations (see below).

We sent out the brief to a wide range of partner organisations and had a good response with 8 organisations already responded and many suggesting they can add to the research without needing reimbursement. One good example of how this approach will increase the reach of the discovery phase and support action is the role Diversity Business Incubator is likely to take in both supporting it's young leaders to reach out and speak to members of the BAME community and then support them to think about potential social enterprise opportunities presented through this discovery phase.

Plymouth healthy communities

We heard that Plymouth was successful at securing funding from The National Lottery Community Fund and support via The Kings Fund. This co-design process is on:

What might make it easier or harder to feel connected to others, whether that's friends, family or the community?

This process started in April 2021.

Attendance at key meetings

There was a significant level of connection at a city level via the VCSE planning group during the coordination of the response over lockdown. POP also took on the Local Lead role for the Voluntary and Community Sector Emergency Partnership (VCS EP), a mechanism lead by NAVCA and the British Red Cross to bring regional and national support into local areas.

Our Plymouth

Matt Bell sits on the board of Our Plymouth. His role there is to maximise the role that Our Plymouth plays in supporting and connecting citizens to take civic action and volunteer.

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Our Plymouth played a critical role across Devon in the recruitment of volunteers for the vaccination programme.

Plymouth partners & funders forum

POP has continued to host this forum which brings funding providers together in partnership every quarter to share strategic and creative dialogue.

Public relations

It has been an extraordinary year for POP; promoting the work of POP and to such a significant number of people. At the beginning of the Coronavirus a decision was made by the trustees to commit to a dedicated page each month in the Plymouth Chronicle. The Chronicle has a circulation of about 60,000; it is delivered extensively free-of-charge through the letter boxes of residents across the city. This page has – and continues to be – compiled and written by our Associate, Caroline Blackler:

“The POP Annual Report 2020-21 covers an extraordinary time for POP; Plymouth and its many diverse communities. As the lockdown took hold so it rapidly became clear to those at POP that the work that POP had been evolving for so long now, based around trust and collaboration, would – due to the pandemic - enable POP to increase its efforts; set aside more money and begin several new initiatives which would all help to encourage greater community support across the city as we all faced Coronavirus and lockdown.

The collage displays four pages from the Plymouth POP+ Neighbourhood Core Networks newsletter. Each page features the organization's logo and various community-focused content. The top-left page highlights 'Emergency funding success' and mentions a grant from the Plymouth City Council. The top-right page discusses 'Core in the community for the emergency' and lists several local groups. The bottom-left page shows a photo of a community garden and mentions 'Plymouth Neighbourhood Core Networks'. The bottom-right page features a photo of a community event and mentions 'Plymouth Neighbourhood Core Networks'. The newsletter also includes sections on 'Core in the community for the emergency', 'Core in the community for the emergency', and 'Core in the community for the emergency'.

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The monthly articles allowed us to promote the extraordinary work that POP was doing to set up, support and sustain the newly established “Neighbourhood Care Networks” which took community support to a new level. The NCN’s soon aligned with the city-wide Good Neighbours Scheme so that people’s time could be put to best use in their own communities. This collaboration, along with the work of each NCN, reinforced POP’s intrinsic message that “greater good can be achieved when we work together”.

Over the coming months we wrote about the community work in areas such as Stoke, Stonehouse, Keyham and Whiteleigh. As the NCN’s developed, and broadened, collaborating with city-wide organisations such as St Luke’s Hospice, Citizens Advice Plymouth and Barnados along with (smaller) significant local community projects, so we were able to report on the development and expansion of these existing NCN’s and the introduction of other NCN’s in other areas of the city, such as, Efford, Devonport and Glenholt where people already working in the community had been inspired by those ‘first-wave’ networks.

We spoke with several individuals who were being supported by the NCN’s and reported their stories of how their lives were being affected by the lockdown measures; how they were being helped by the NCN’s and – ultimately – what difference the NCN’s and its volunteers were making to their lives and their wellbeing. This included a wonderful initiative from Whiteleigh Big Local. A hundred “Wellbeing Bags” handing out some tender loving care to those in need. The bags included:

A little bit of love
A work of (local) art
Teas to calm
Candles to soothe
Chocolate for endorphins
Advice for a good night’s sleep
And contact details for professional help.

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Our monthly page also enabled reporting to a wider audience than in normal circumstances, the outstanding work of POP ideas which, along with the Plymouth Social Enterprise Network, had highlighted, at regular meetings with the City Council's economic development team, the dire financial plight of many of the city's charities and social enterprises in the first lockdown which were unable to access any emergency funding. I was able to report that as a result of their intervention, emergency funding was made available and that "more than 350 charities; social enterprises; small and micro businesses have been given money to enable them to weather the economic storm brought about by Covid 19."

The page illustrated the significant difference POP ideas had been making across the city: we featured projects which had been at risk financially, such as The Island Trust and Pollenize, including quotations from employees about the difference POP ideas has had on their circumstances and how the financial support had kept them afloat.

The Chronicle page also became a regular place where we could publicise and promote the 'tech training courses' that we now know helped to play such an important role in enabling many of our members to transition from 'physical' meetings to those held 'digitally' via the zoom platform.

The Chronicle also gave POP the opportunity to report on the 'new' technical platforms it was making use of and the difference these were making, such as WhatsApp, Slack, Twilio and the neighbourhood 'virtual notice board' text alerts.

POP was also able to promote the new funds that were set up during the first lockdown: the £250 a POP fund (which was accessed by many charities, projects and organisations to pay for a zoom license) and the Learning and Collaboration Fund (round 2). Throughout the year we included stories about the successful projects and the difference they were making to people across the city, for example, Street Meets: Street Eats and Positively Diverse Action."



NETWORK SUPPORT & DEVELOPMENT

Neighbourhood care networks

Neighbourhood Care Networks were developed as a direct result of the pandemic and moved on from previous work with the Plymouth Neighbourhood and Community Network. In April 2020 we did not know:

- how long self-isolation or restrictive measures will be in place or the
- how badly hit Plymouth will be by Covid-19 and what the impact and fall-out will be for people, service providers or the VCS community.
- whether there will be one wave of Covid-19 or several.
- the level of demand for support in communities
- the level of attrition in terms of statutory workers, care providers and health workers

We made the assumption that there is an unmet need for support in the city that can best be met at a neighbourhood level and that the top-down local authority response needs to interface effectively with emerging bottom-up efforts in order for Plymouth to respond effectively over the medium to long-term.

We felt that POPs role is best placed to shape a strategic VCS city-wide neighbourhood response infrastructure and work ensure it connects effectively with top-down efforts so we began working with Plymouth City Council and established community organisations, such as Nudge Community Builders; Whitleigh Big Local; Stoke Traders and Residents Association and The Hoe Neighbourhood Forum with the aim of increasing and strengthening their role in supporting their neighbours primarily during lockdown. Since then other Neighbourhood Networks have set up across the city as community groups, looking to provide greater support to people, have evolved. Significantly, the experience of the more-established groups has enabled the newer groups to work more quickly and more effectively, sharing information of what has – and has not – worked.

Each Neighbourhood Network is distinctive and unique to its own area of the city: there is no blueprint. Each has evolved according to the needs of the community; the people involved and, primarily, the capacity of those individuals. And these people are extraordinary driven by a combination of desire; determination and commitment to support others.

Events

AGM WEEK!

A creative challenge faced us when deciding how to hold our AGM. After much head scratching, we went with the POP Festival idea, and called it 'Better Together.' A week of diverse and interesting online events took place with many speakers, workshops and networking sessions available. Sessions were held at varying times in the week to give as many people as possible the opportunity to join in. The sessions held were:

- Tech Monday (Play & Learn)
- The Difference We Make
- What's Happening Now - For Me & My Community Group

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- Promoting Your Work
- Recruiting, Retaining & Managing Volunteers
- Ready Steady Thrive
- What's Happening Now II
- Learning Through Doing
- Networks
- Communities Working Together
- Recipe for Success
- Writing a Funding Application
- Human Learning Systems

There were a total of 111 attendees (70 unique).

POP BITES

We moved what was our POP Thursday's face-face events to online events, and re-named it *POP Bites*. We enthusiastically embraced the technology available to enable continued connection across the VCS. Inspiring guest speakers were invited to stimulate conversation around themed topics. These events also enabled networking to continue via Zoom breakout rooms. 59 different people attended these networking events between two events in January and March 2021; and they have been held regularly since.

POP CONNECTIONS

Our team held conversations about how to best support our members, and to reach out to others within the VCS, during the periods of Covid lockdown. We decided to hold *POP Connections* events every other month (with POP Bites in between). These events were launched in February 2021 and purposely held with minimum input by POP, enabling more space for VCS networking. Organisations of varying sizes were invited to give short presentations of their work or projects followed by a short Q & A session, and networking in breakout rooms. These events have proved to be popular, with feedback telling us that exciting new connections have been made!

FUNDING

At the beginning of lockdown we paused our funding streams. By June 2020 we had re-opened Street-to-Scale and carried out a decision-making process with our members. The involvement of our members came out of a drive, identified as part of board development in 2019, to 'make better decisions', to significantly increase member involvement in the process and support the trustees in their governance role. We tested a decision-making model using a £30k fund available to support its membership.

Annie Broadbent carried out an independent review of the process mapping the £30k decision making process to date against what was set out in its original decision making and Governance paper. The review concluded

Has a good decision been made?

The decision making process for the £30K is not yet complete so this is a partial review against the measures of success laid out by POP+.

Measure of success	Outcomes
It is clear from the start what decision needs to be made	Yes, though this evolved from how funds are spent to how they are accessed
It maximises the pool of observable data by involving an appropriate range of relevant people	Yes, though there was small number of members participating.
It uses appropriate information and data from different sources	Yes, direct input, email feedback, survey data, funding context all were used as sources of data.
It builds a culture of strong decision making and invites advice, challenge and testing assumptions	Yes, there has been robust challenge, some assumptions removed and new links formed between members
It makes transparent all information, data, assumptions and people involved	Yes, though this is evolving
It creates collective buy-in from those impacted	This will become clear from who accesses the funding and feedback on the process
It is timely and 'good enough'.	As above

The results of the decision making process resulted in the following:

2 levels of funding

- Under £250 (£250 a POP)
- Under £3,000 (POP Collectives)

Core funding: For anything the group or organisation decides they need it for.

Total transparency: method of deployment via Open Collective <https://opencollective.com/>

In Feb 2021 we ran a review of both processes.

“This kind of sums up my journey with POP. How do we work out 'Street2Scale' with it's strange banking etc, how to do slack and work out fiscal hosts etc. But once we understand it seems to all work well.”

The survey responses showed a good level of support for the funding processes adopted since October 2020 and particularly the principles upon which they are based.

POP Collectives

- Aimed at building connection and collaboration the early signs continue to be positive. Demand is high enough, participation levels are high enough and current feedback is mainly positive.
- However, there continue to be issues of access and use of technology.
- In order to keep the process 'moving', to keep learning and maintain continuity the short-term decision about the end of the process and how best to adapt the process is still valid.
- Attention needs to be brought to the longer-term future over the next few months. This larger review will be carried out as the pandemic restrictions are eased allowing for greater levels of face to face interaction.

£250 a POP

- There are very high levels of support for this fund continuing.

Street to scale - citizen led funding

Street-to-Scale continued, working in partnership with Ratio. Demand dropped off but over the year we funded 6 Street-to-Scale banks to form. The pattern of demand followed lockdown patterns of opening and closing – increase June 2020, increase Oct 2020, March 2021.

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Inner City Seeds received £250 from 250 a POP to trial a gardening & crafts day at the Village Hub. They are now running a regular “Crafters & Grafters” day on Thursdays. They hope to extend the day to an after-school club and have plans to turn the alleyway that backs onto the hub garden into a wildlife corridor.

POP collectives

POP Collectives was developed as a direct result of member engagement in a decision-making process described above. It was developed to supercede the Learning & Collaboration Fund. 8 Collectives funded for £3000 by the end of March 2021. 1 application rejected (Funded: Mayflower Drama Project, Celebrating STEAM in South West, Plymouth Eco Collective, Kintsugi Radio, Digital Inclusion, Social Isolation Forum, JC's Youth, Environment Plymouth. Not Funded: An-noor Arabic School.)



Lewys & Eric from Kintsugi Radio - a community internet radio station creating opportunities for people with disabilities in Plymouth. It's a collaboration between The Kintsugi Project & Leadworks.

FINANCIAL REVIEW

Over the last 3 years POP has been in a privileged position with core funding awarded in 2018 by the Esmee Fairbairn Foundation. This however does pose its own risk in the medium to long term as the charity seeks to secure funding for after March 2023.

Over 2020/21 the charity secured just under £76k additional income from Covid related grants, £58k from Plymouth City Council for the Unify Plymouth collaboration and £50k from The National Lottery Community Fund's (TNLCF) Healthy Communities Together Fund, a national programme looking at creating better collaboration between charities, social enterprises and the health and care sector. Alongside this additional income the charity received secured funds from Esmee Fairbairn Foundation, Barrow Cadbury Trust, TNLCF - Building Better Opportunities, Plymouth City Council – High Street Heritage Action Zone and the core grant received from Plymouth City Council. Spending was in line or under predictions and the charity ended the year in a positive financial position, increasing reserves by £88,993 of which £4,325 were unrestricted and £84,668 restricted. In addition, a designated reserve was set up for continuance of the VCS EP work in order to separate these finances out clearly from general unrestricted reserves due to the aims of the original piece of work covering the whole of the Devon area.

RESERVES POLICY

The reserves policy specifies that in the event of POP having to cease its activities, sufficient funds should be available to pay for the cost of six months of charitable operation to cover the wind-down period and the redundancy costs of any remaining staff. The financial position against the policy is reviewed every quarter.

Money held on account

The charity holds funds on account for the royal cinema trust, with a balance of £8,696 at the year end.

Impact of covid on going concern

2020/21 has not had a detrimental impact on the financial position of the charity. There was a direct impact on delivery, but this resulted in a reduction in delivery costs. Overall, the change in operating environment could prove to be positive as funding authorities better recognise the role of community and the need of infrastructure organisations to successfully support this activity.

Risk management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and clients. External risks such as over reliance on one funding source is a matter of significant focus with continued development of the rationale and description of POPs work and more generally the role of infrastructure in ensuring strong and healthy communities. Over the next year this will continue to develop and be used to secure greater diversity in income.

PLANS FOR FUTURE PERIOD

Our priorities for 2021/22 are:

- **Tell and 'live' the story of collective success.:** POP will build a strong narrative of collective action and stories of 'we'. We will do this through our communication routes, including the Plymouth Chronicle and through the leadership we as a team demonstrate with our partners, members, networks and strategically.
- **Champion the grassroots and community development:** By having an excellent grasp, robust data, and expert knowledge of informal and small organisations, we can describe, amplify and celebrate the efforts, turning the invisible, visible. To do this we need to continue to grow our membership, reach and use of data. POP also needs to look to the future of citizen action and grassroots activity and call for investment in community development within Plymouth.
- **Build connections and support effective networks:** POP will continue to hold open spaces for connections to grow and bring network leaders together to connect and amplify the work for which networks become conduits for. Specific effort will go into building a network infrastructure for hyper local groups and reaching into communities that traditionally do not have a voice, with the aim to increase diversity of perspective in the sector and beyond.
- **Develop co-design expertise:** Building from this, we believe that the valuable experience gained next year through our lead on two city-wide co-design processes, POP will continue to develop expertise and use this to tackle other complex issues faced in Plymouth.
- **Support learning, skills, and capacity building:** We all need organisations that are well run and individuals that can reflect on the skills they need. POP will curate, deliver and support reflection and learning on the critical aspects of running organisations, working collaboratively, and operating within networks. We will continue to focus on 'how we support peer learning'.
- **Bring other funders alongside:** POP believes we have a compelling offer for other funders. Many have identified problems with the current system, but do not yet have an answer. We believe the innovative approaches we are taking are significant. We need to continue our work and structure our learning and activity so that other funders can work with us.
- **Double down on digital:** Before the pandemic, the extent of POPs reach would not have been achievable, but in the last twelve months we have seen, through digital technology, how POP has extended its reach and helped to make a significant difference to work of our members, and, to other non-member organisations/individuals. There is a window of opportunity that both the pandemic and POPs use of technology has opened through which we can embed a digital platform that is designed for citizens and communities, by citizens and communities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and objects

Plymouth VCSE (POP+) was approved by the Charity Commission on 7th June, 2016 and is a registered charity CIO No. 1167515. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in the area of Plymouth and its environs.

Governance and trustee appointments

New trustees are elected and appointed at POPs Annual General Meetings. They are also co-opted during the year as opportunities arise, to then be elected for a full term at the AGM. 10% of members are required to attend the AGM and elected new trustees.

Trustees meet every month avoiding the need for sub committees to be formed.

The trustees who have served during the period under review are set out below.

Trustee training and induction

All new Trustees are welcomed onto the Board and an informal induction process starts. Trustees are given access to all organisational documentation and encourage to integrate into the team.

Related party transactions and trustees' expenses and remuneration

All trustees gave their time freely and claimed no expenses or remuneration in the year.

Martin Mills is an employee of Our Plymouth, which was in receipt of a grant of £5,000 to develop a volunteer portal. Our Plymouth are the strategic digital lead for the city. Martin played no part in the decision making and left that section of the meeting.

Karen Pilkington is spouse to Managing Director of Cornerstone Vision, who are contracted on a monthly basis to advertise the activities of POP to their readership of 92,000 households in Plymouth via a free newspaper, the Chronicle. This was especially important in reaching those individuals who have limited or no access to digital news over lock down. Karen played no part in the decision making and left that section of the meeting.

Both Our Plymouth and The Chronicle occupy unique positions in Plymouth with no natural competitors.

PEOPLE

A POP Tribute:

Our dear friend and colleague Jan Horrocks, who retired from POP in 2019, sadly passed away in February 2021. Jan had been with POP since its inception, and with Zebra before that... so we feel that POP, and the city of Plymouth, have much to thank her for. She is warmly remembered by the POP team for her (sometimes wicked) sense of humour and the way she openly cared for us all. Jan was the

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2021

spreadsheet queen, so it's easy to bring her to mind when one she created is opened - her legacy lives on! Thinking of you now Jan with much love and warm hugs - your POP friends x



Within the Trustee Board we welcomed two new Trustees Kiven Emmanuel and Kay O'Shaunessy who have brought with them a significant amount of expertise onto the Board. In the same year we said fond farewells to Chris, Jabo, Roger, Sara & Wendy. The pressures of the day job was the main reason for these resignations and perhaps reflective of the pressure on our sector colleagues.

Within the staff team we also had a bit of movement and change, welcoming in Claire Law as our Core Lead, focussing on operations across the charity and said more fond farewells to Kim Armstrong and Haidee Dampney.

Staff:

Matt Bell (CEO)
Deborah Penprase
Imogen Potter
Chris Maccullie
Rowan Edwards
Charlotte Brew
Haidee (resigned July 2020)
Claire Law (joined Feb 2021)
Kim Armstrong (resigned Mar 2021)

Caroline Blacker
Chas Shaw
Donna Maughan
Gareth Hart
Jabo Butera
Jane Pightling
Nic Crosby
Paul Read
Stephane Kolinsky
Stuart Jones
Susan Moores

Associates:

Annie Broadbent

REPORT OF THE TRUSTEES
for the 12 month period ended 31st March, 2021

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Plymouth VCSE (POP+): registered charity number: 1167515.
Charitable Incorporated Organisation registered on 7th June 2016.

Trustees

Alan Butler
Andi Higginson
Chris Forster (resigned 05/10/20)
Cindy Willcocks (stood down 14/03/2021)
Jabo Butera (resigned 01/04/21)
Josephine Bussell
Karen Pilkington
Lesley Coulton
Martin Eric Mills
Kay O'Shaugnessy (joined 05/10/20)
Kiven Emmanuel (joined 14/12/20)
Roger James Mitchell (resigned 05/10/20)
Sara Rhodes (resigned 05/10/20)
Wendy Hart (resigned 05/10/20)

Chairperson

Lesley Coulton

Principal office

Devonport Guildhall
Ker Street
Plymouth
PL1 4EL

Independent examiners

Wills Accountants Ltd
2 Endeavour House
Parkway Court
Longbridge Road
Plymouth
PL6 8LR

Kings Hill
West Malling
Kent

Bankers

CAF Bank Ltd.
25 Kings Hill Avenue

Plymouth VCSE (POP)

Statement of Directors' and Trustees' Responsibilities

The Charities Act and the Companies Act require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to :-

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

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are also responsible for the contents of the trustees' report, and the responsibility of the independent examiner in relation to the trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Method of preparation of accounts

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

This report was approved by the board of trustees on 9 November 2021

L Coulton

Director and Trustee

Plymouth VCSE (POP)
Statement of Financial Activities
for the year ended 31 March 2021

REPORT TO THE TRUSTEES

Report of the Independent Examiner to the trustees
on the accounts of the Charity for the year ended 31 March 2021

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages - 32 to 45

Respective responsibilities of trustees and examiner

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Mr Philip Wood Soutter FCCA

for and on behalf of

Wills Accountants Ltd

Chartered Certified Accountants

Endeavour House

Parkway Court Longbridge Road

Plymouth

PL6 8LR

P. Soutter

The date upon which my opinion is expressed is :-

09 November 2021

Plymouth VCSE (POP)
Statement of Financial Activities
for the year ended 31 March 2021

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated
	Notes	2021 £	2021 £	2021 £	2020 £
Income and endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies		50,524	378,673	429,197	404,681
Other trading activities		850	-	850	211
Investment Income		-	-	-	-
Charitable activities		-	7,885	7,885	-
Other Incoming Resources		-	-	-	-
Total income and endowments		51,374	386,558	437,932	404,892
Expenditure on					
Costs of charitable activities		44,585	301,751	346,336	376,839
Other costs		2,473	130	2,603	940
Total expenditure		47,058	301,881	348,939	377,779
Net Income					
before transfers between funds		4,316	84,677	88,993	27,113
Gross transfers between funds		-	-	-	-
Net income before					
Other recognised gains and losses		4,316	84,677	88,993	27,113
Other recognised gains and losses		-	-	-	-
Net movement in funds		4,316	84,677	88,993	27,113
Reconciliation of funds					
Total funds brought forward	9	46,448	57,490	103,938	76,825
Total Funds carried forward	9	50,764	142,167	192,931	103,938

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on **page 15** as required by the SORP.

All activities derive from continuing operations

The notes on pages 37 to 42 form an integral part of these accounts.

Plymouth VCSE (POP)
Statement of Financial Activities
for the year ended 31 March 2021

Income and Expenditure Account as required by the Companies Act
for the year ended 31 March 2021

	Notes	2021 £	2020 £
Turnover		437,932	404,892
Direct costs of turnover		346,336	376,839
Gross surplus		91,596	28,053
Other costs		2,603	940
Operating surplus		88,993	27,113
Interest receivable		-	-
Surplus on ordinary activities before tax		88,993	27,113
Surplus for the financial year		88,993	27,113
Gift Aid Payments		-	-
Retained surplus for the financial year		88,993	27,113

All activities derive from continuing operations

The notes on pages 37 to 42 form an integral part of these accounts.

Plymouth VCSE (POP)
Statement of Financial Activities
for the year ended 31 March 2021

Statement of Total Recognised Gains and Losses
for the year ended 31 March 2021

	2021	2020
Excess of Expenditure over income before realisation of assets	88,993	27,113
Profit per Profit and Loss account	88,993	27,113
Grants for the acquisition of fixed assets	-	-
Net Movement in funds before taxation	88,993	27,113

Movements in revenue and capital funds
for the year ended 31 March 2021

Revenue accumulated funds	Unrestricted Funds	Restricted Funds	Total Funds	Last year Total Funds
	2021	2021	2021	2020
	£	£	£	£
Accumulated funds brought forward	38,538	57,490	96,028	70,034
Recognised gains and losses before transfers	4,316	84,677	88,993	27,113
Dividend payments made	-	-	-	-
	42,854	142,167	185,021	97,147
Transfers between restricted and unrestricted funds	-	-	-	-
Transfers (to)/from designated funds	(4,000)	-	(4,000)	-
Closing revenue accumulated funds	38,854	142,167	181,021	97,147

Designated revenue funds	Total Funds	Last year Total Funds
	2021	2020
	£	£
At 1 April	7,910	6,791
Transfer (to)/from revenue accumulated funds	4,000	1,119
At 31 March	11,910	7,910

The purposes for which the designated funds have been established are described in the notes to the accounts

Summary of funds	Designated Funds	Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds
	2021	2021	2021	2021	2020
Revenue accumulated funds	-	38,854	142,167	181,021	96,028
Revenue designated funds	11,910	-	-	11,910	7,910
Total funds	11,910	38,854	142,167	192,931	103,938

The notes on pages 37 to 42 form an integral part of these accounts.

Plymouth VCSE (POP)
Company Number
Balance Sheet
as at 31 March 2021

		2021	2021	2020	2020
		£	£	£	£
Fixed assets					
Intangible assets			-		-
Tangible assets	5		<u>2,324</u>		<u>2,368</u>
Total fixed assets			2,324		2,368
Current assets					
Debtors	6	6,838		24,198	
Cash at bank and in hand		<u>196,488</u>		<u>80,781</u>	
Total current assets			<u>203,326</u>		<u>104,979</u>
Creditors:-					
amounts due within one year	7	(12,719)		(3,409)	
Net current assets			<u>190,607</u>		<u>101,570</u>
Total assets less current liabilities			<u>192,931</u>		<u>103,938</u>
Creditors:-					
amounts due after more than one year			-		-
Provisions for liabilities and charges			-		-
Net assets excluding pension asset / liability			<u>192,931</u>		<u>103,938</u>
Net assets including pension asset / liability			<u>192,931</u>		<u>103,938</u>
The funds of the charity :					
Unrestricted income funds					
Unrestricted revenue accumulated funds	9	38,854		38,538	
Designated revenue funds	9	11,910		7,910	
Total unrestricted funds			50,764		46,448
Restricted revenue funds					
Restricted revenue accumulated funds	9	142,167		57,490	
Restricted fixed asset funds					
Total restricted funds			142,167		57,490
Total charity funds			<u>192,931</u>		<u>103,938</u>

Plymouth VCSE (POP)

Company Number

Balance Sheet

as at 31 March 2021

The directors are satisfied that for the year ended on 31 July 2019 the charitable company was entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

Type text here

L Coulton

Trustee

Approved by the board of trustees on

9 November 2021

The notes on pages 37 to 42 form an integral part of these accounts.

**Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021**

1 Accounting policies

The principle accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

Basis of preparation of the accounts

Plymouth VCSE (POP+) is a company limited by guarantee in England / Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

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 Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £

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.

Incoming Resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate.

Except as described under the 'Deferred Income' accounting policy all grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Deferred income

In accordance with the SORP grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

Recognition of liabilities

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the SORP.

**Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021**

Resources Expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- 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.
- Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity and those items not falling into the categories above.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Charitable giving: As a charity Plymouth VCSE (POP+) are proud that, when funds allow, they bless other charities. Such donations are shown under "Charitable Giving" within these accounts.

Fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

Taxation

As a registered charity, the company 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.
Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

Funds structure policy

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the Trustee Board for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 Surplus for the financial year

This is stated after crediting :-

	2021	2020
	£	£
Depreciation of owned fixed assets	1,163	940
Pension costs	7,069	6,410
Independent Examiner's Fees	1,440	-
	<u>9,672</u>	<u>7,350</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021

3 Restatement of 2020 figures

The restatement of the 31 March 2020 figures within the SOFA and the Balance Sheet have been restated as the original figures did not cast correctly, there is no material change to the overall results..

4 Staff Costs and Emoluments	2021	2020
	£	£
Gross Salaries	124,186	131,448
Employer's National Insurance	30,502	31,256
Pension Contributions	7,069	6,410
Consultancy & Associates fees	96,292	43,718
	258,049	212,832

There was no remuneration or expenses paid to the Trustees in the year (2020 - £0.00)

5 Tangible functional fixed assets

	Office Equipment £	Total £
Asset cost, valuation or revalued amount		
At 1 April 2020	4,700	4,700
Additions	1,119	1,119
Disposals	-	-
Surplus on revaluation	-	-
At 31 March 2021	5,819	5,819
Accumulated depreciation and impairment provisions		
At 1 April 2020	2,332	2,332
Eliminated on disposals	-	-
Depreciation on revaluation	-	-
Charge for the year	1,163	1,163
At 31 March 2021	3,495	3,495
Net book value		
At 31 March 2021	2,324	2,324
At 31 March 2020	2,368	2,368

6 Debtors	2021	2020
	£	£
Trade debtors	5,856	23,384
Other Debtors	-	-
Prepaid expenses	982	814
Accrued income	-	-
	6,838	24,198

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021

7 Creditors: amounts falling due within one year	2021	2020
	£	£
Trade creditors	2,583	3,409
Accrued expenses	1,440	-
Funds held for third parties	<u>8,696</u>	<u>-</u>
	<u>12,719</u>	<u>3,409</u>

Royal Cinema Trust

The charity acts as Agents for the Royal Cinema Trust, as such the creditor relates to the net monies held by the charity as behalf of the Royal Cinema Trust.

8 Analysis of the Net Movement in Funds	2021	2020
	£	£
Net movement in funds from Statement of Financial Activities	88,993	27,113
Net resources applied on functional fixed assets	<u>(1,119)</u>	<u>(277)</u>
Net movement in funds available for future activities	<u>87,874</u>	<u>26,836</u>

9 Analysis of Individual Funds and of assets and liabilities representing funds

At 31 March 2021	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	1,428	-	896	2,324
Current Assets	51,458	7,910	188,402	203,326
Current Liabilities	<u>(4,023)</u>	<u>-</u>	<u>(8,696)</u>	<u>(12,719)</u>
	<u>38,854</u>	<u>11,910</u>	<u>142,167</u>	<u>192,931</u>

At 1 April 2020	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	2,368	-	-	2,368
Current Assets	39,579	7,910	57,490	104,979
Current Liabilities	<u>(3,409)</u>	<u>-</u>	<u>-</u>	<u>(3,409)</u>
	<u>38,538</u>	<u>7,910</u>	<u>57,490</u>	<u>103,938</u>

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021

The individual funds included above are :-

	Funds at 2020	Movements in Funds as below	Transfers Between funds	Funds at 2021
	£	£	£	£
<u>Unrestricted:</u>				
Free Reserves (General Fund)	38,538	316	-	38,854
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	7,910	-	-	7,910
VCSEP		4,000		4,000
<u>Restricted funds</u>				
Esmee Fairbairn	27,464	59,102	-	86,566
Barrow Cadbury - (SIPMPL)	15,022	(3,325)	-	11,697
National Lottery Community Fund - BBO	-	83	-	83
Devon Community Foundation	-	112	-	112
Access Foundation	4	(4)	-	-
Plymouth City Council - HSHAZ	-	1,250	-	1,250
Plymouth City Council - CMF	-	37,500	-	37,500
Devon CCG	15,000	(15,000)	-	-
HMRC JRS	-	-	-	-
National Lottery Community Fund - (HCT)	-	4,959	-	4,959
	103,938	88,993	-	192,931

Analysis of movements in funds as shown in the table above

	Incoming Resources	Outgoing Resources	Gains & Losses	Movement in funds
	£	£	£	£
<u>Unrestricted:</u>				
Free Reserves (General Fund)	41,874	(41,558)	-	316
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
- VCSEP	9,500	(5,500)	-	-
4,000				
<u>Restricted funds</u>				
Esmee Fairbairn	239,100	(179,998)	-	59,102
Barrow Cadbury - (SIPMPL)	14,000	(17,325)	-	(3,325)
National Lottery Community Fund - BBO	45,100	(45,017)	-	83
Devon Community Foundation	3,600	(3,488)	-	112
Access Foundation	-	(4)	-	(4)
Plymouth City Council - HSHAZ	13,317	(12,067)	-	1,250
Plymouth City Council - CMF	58,000	(20,500)	-	37,500
Devon CCG	-	(15,000)	-	(15,000)
HMRC JRS	7,885	(7,885)	-	-
National Lottery Community Fund - (HCT)	5,556	(597)	-	4,959
	437,932	(348,939)	-	88,993

Plymouth VCSE (POP)
Notes to the Accounts
for the year ended 31 March 2021

10 Grant Allocation

Organisation	Funding Source	Amount £
Open Collective : Eco Collection	EF	18,000
Open Collective : Celebrating STEM OC	EF	3,000
Open Collective - JC Youth OC	EF	3,000
Open Colective - Env Plymouth	EF	3,000
Hoe Neighbourhood Forum	EF	500
Routeways Centre Limited	EF	1,000
Plymouth Play Association	EF	4,500
Friend of Wyndham Square	EF	5,000
City of Sanctuary - L&D Grant	GF	5,000
Wonderzoo - L&D Grant	GF	5,000
		<u>48,000</u>

Funding Source key

EF - Grant - Esmee Fairbairn

GF - Grant - General Fund

11 Purpose of Restricted Funds Received

Grant - Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
Grant - Barrow-Cadbury	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon.
Grant - Big Lottery - Building Better Opportunities	This funding is to support and help people back to work project. The funding stream is over three years.
Grant - Access Foundation	Support for the development of a place-based proposal in Plymouth for the Local Access Programme.
Grant - Devon Clinical Commissioning Group	Covid-19 related volunteer co-ordination and community support to Devon STP/NHS Devon CCG.

Plymouth VCSE (POP)**Schedule to the Statement of Financial Activities for
the year ended 31 March 2021****Status of this schedule to the Statement of Financial
Activities**

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, revised June 2008. However, it is not a part of the statutory accounts required under the provisions of the Companies Act 2006 in relation to incorporated charities.

	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Prior Period Total Funds 2020 Restated
	£	£	£	£
Incoming Resources				
Income from Donations and Legacies				
Donations	49,500	378,673	428,173	368,400
Service Fees	-	-	-	30,000
Training / Workshops	1,024	-	1,024	1,119
Engagement Work	-	-	-	5,162
Total	50,524	378,673	429,197	404,681
Total Donations & Legacies Received	50,524	378,673	429,197	404,681
Activities for generating funds				
Other activities for generating funds	850	-	850	211
Total of Other Trading Activities	850	-	850	211
Income from charitable activities				
Job Retention income	-	7,885	7,885	-
Total Incoming resources from charitable activities	-	7,885	7,885	-
	-	-	-	-
Total Income	51,374	386,558	437,932	404,892

Plymouth VCSE (POP)
Schedule to the Statement of Financial Activities for
the year ended 31 March 2021
Status of this schedule to the Statement of Financial
Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, revised June 2008. However, it is not a part of the statutory accounts required under the provisions of the Companies Act 2006 in relation to incorporated charities.

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Prior Period Total Funds 2020 Restated £
Charitable expenditure				
<i>Support costs of charitable activities</i>				
<i>Direct support costs</i>				
Net wages and salaries - charitable activities	5,500	118,686	124,186	131,448
PAYE and NI	-	30,502	30,502	31,256
Pension contributions charitable employees	-	7,069	7,069	6,410
Consultancy & Associates fees	28,793	67,499	96,292	43,718
Promotion & Recruitment	-	14,621	14,621	13,714
	34,293	238,377	272,670	226,546
<i>Indirect employee costs</i>				
Training and welfare	-	5,585	5,585	1,152
Travel and subsistence	-	1,993	1,993	4,137
	-	7,578	7,578	5,289
<i>Premises Costs</i>				
Rent & Venue Hire	-	4,590	4,590	5,687
Event Costs	-	194	194	15,275
Insurance	-	993	993	982
	-	5,777	5,777	21,944

Plymouth VCSE (POP)
Schedule to the Statement of Financial Activities for
the year ended 31 March 2021
Status of this schedule to the Statement of Financial
Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, revised June 2008. However, it is not a part of the statutory accounts required under the provisions of the Companies Act 2006 in relation to incorporated charities.

	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Prior Period Total Funds 2020 Restated
	£	£	£	£
General administrative expenses:				
Telephone and Internet	-	2,090	2,090	1,944
Administration	-	194	194	1,187
Website	-	541	541	696
Membership & Subscriptions	292	1,158	1,450	904
IT & Software Support	-	2,931	2,931	2,073
Payroll costs	-	675	675	690
Bank charges	-	66	66	60
Sundry expenses	-	63	63	393
	292	7,718	8,010	7,947
Professional fees in support of charitable activities				
Professional fees	-	40	40	770
Bookkeeping fees	-	4,261	4,261	5,375
	-	4,301	4,301	6,145
Total costs	34,585	263,751	298,336	267,871
Grantmaking to achieve the objects of the charity				
Grants paid including Gift Aid payments				
Grants allocated	10,000	38,000	48,000	108,968
Total Expended on Charitable Activities	44,585	301,751	346,336	376,839
Independent Examiner's Fees	1,310	130	1,440	-
Depreciation of fixed assets	1,163	-	1,163	940
Total Other costs	2,473	130	2,603	940

Plymouth VCSE (POP)

Appendices to the Statement of Financial Activities for the year ended 31 March 2021

The following appendices are attached to detail the activity analysis required by the 2005 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, revised June 2008.

- 1. Analysis of Total Incoming & Outgoing Resources by Activity**
- 2. Analysis of Total Support Costs by Activity**
- 3. Analysis of charitable expenditure by activity**

Plymouth VCSE (POP)

Appendix 1

Analysis of Total Incoming & Outgoing Resources by Activity
for the year ended 31 March 2021

	Designated Fund						Restricted Funds							
	General Fund	VCSEP	Esmee Fairbairn	Barrow Cadbury - (SIMPL)	National Lottery Community Fund - BBO	Devon Community Foundation	Access Foundation	Plymouth City Council - HSHAZ	Plymouth City Council - CMF	Devon CCG	HMRC JRS	National Lottery Community Fund - (HCT)	2021 Total	2020 Total
	£		£	£	£	£	£						£	£
<i>Income and endowments from:</i>														
Donations and legacies	41,024	9,500	239,100	14,000	45,100	3,600	-	13,317	58,000	-	-	5,556	429,197	404,681
Other trading activities	850	-	-	-	-	-	-	-	-	-	-	-	850	211
Investment Income	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charitable activities	-	-	-	-	-	-	-	-	-	-	7,885	-	7,885	-
Total Income	41,874	9,500	239,100	14,000	45,100	3,600	-	13,317	58,000	-	7,885	5,556	437,932	404,892
<i>Expenditure on:</i>														
Charitable activities	39,085	5,500	179,998	17,325	45,017	3,488	4	12,067	20,500	15,000	7,885	597	346,336	376,839
Other	2,473												2,603	940
Total resources expended	41,558	5,500	179,998	17,325	45,017	3,488	4	12,067	20,500	15,000	7,885	597	348,939	377,779
Net Incoming Resources by activity	316	4,000	59,102	(3,325)	83	112	(4)	1,250	37,500	(15,000)	-	4,959	88,993	27,113

Plymouth VCSE (POP)

Appendix 2

Analysis of Total Support Costs by Activity
for the year ended 31 March 2021

	Designated Fund		Restricted Funds										2021 Total	2020 Total
	General Fund	VCSEP	Esmee Fairbairn	Barrow Cadbury - (SIMPL)	National Lottery Community Fund - BBO	Devon Community Foundation	Access Foundation	Plymouth City Council - HSHAZ	Plymouth City Council - CMF	Devon CCG	HMRC JRS	National Lottery Community Fund - (HCT)		
Nature of support costs	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Salaries	-	5,500	75,549	7,470	24,024	-	-	3,203	770	-	7,670	-	124,186	131,448
Tax & NI	-	-	23,607	-	6,165	-	-	325	190	-	215	-	30,502	31,256
Pensions	-	-	5,585	-	1,372	-	-	72	40	-	-	-	7,069	6,410
Associates & Sub-contractors	28,794	-	17,871	9,855	7,051	-	-	6,510	11,500	14,202	-	510	96,293	43,718
Grants	10,000	-	38,000	-	-	-	-	-	-	-	-	-	48,000	108,968
Bookkeeping/Financial Admin	-	-	3,370	-	887	-	4	-	-	-	-	-	4,261	5,375
Payroll	-	-	425	-	250	-	-	-	-	-	-	-	675	690
Office Rent	-	-	3,440	-	1,150	-	-	-	-	-	-	-	4,590	5,687
Events / venue hire	-	-	194	-	-	-	-	-	-	-	-	-	194	15,275
Telephone/broadband/mobiles	-	-	1,065	-	525	-	-	-	500	-	-	-	2,090	1,944
Insurance	-	-	752	-	241	-	-	-	-	-	-	-	993	982
Professional fees	-	-	30	-	10	-	-	-	-	-	-	-	40	770
Accountancy	1,310	-	-	-	130	-	-	-	-	-	-	-	1,440	-
Website/email hosting	-	-	416	-	125	-	-	-	-	-	-	-	541	696
Admin (Printing/Stationery/Postage)	-	-	144	-	50	-	-	-	-	-	-	-	194	1,187
Memb. Fees/Conferences	-	-	908	-	250	-	-	-	-	-	-	-	1,158	904
Training (Delivery & CPD)	-	-	507	-	1,278	-	-	1,800	2,000	-	-	-	5,585	1,152
Travel/subsistence	-	-	721	-	272	-	-	-	1,000	-	-	-	1,993	4,137
Marketing & promotion (General, website dev.)	-	-	5,377	-	458	3,488	-	-	4,500	798	-	-	14,621	13,714
IT Support/Software	-	-	1,987	-	700	-	-	157	-	-	-	87	2,931	2,073
Bank charges	-	-	50	-	16	-	-	-	-	-	-	-	66	60
Sundries/Misc/Equipment	-	-	-	-	63	-	-	-	-	-	-	-	63	393
Depreciation	1,163	-	-	-	-	-	-	-	-	-	-	-	1,163	940
Total support costs analysed by activity	41,267	5,500	179,998	17,325	45,017	3,488	4	12,067	20,500	15,000	7,885	597	348,648	377,779
The above amounts are shown in the accounts as	2021 £	2020 £												
Support costs for charitable activities	298,336	267,871												
Grantmaking to achieve the objects of the charity	48,000	108,968												
Total Other costs	<u>2,603</u>	<u>940</u>												
	348,939	377,779												

The basis of allocation of costs and the methods used are described in note 1 to the account.

Plymouth VCSE (POP)

Independent Examiner's Report to the trustees of the charity