



Reports & Accounts

for the annual financial period ended

APRIL 2021 – MARCH 2022

for

Plymouth VCSE (POP)

Charitable Incorporated Organisation

Registered Charity No: 1167515

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for the 12 month period ended 31st March, 2022

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OUR YEAR IN NUMBERS 2021 – 2022



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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.

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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.

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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

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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/>

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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

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<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.

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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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for the 12 month period ended 31st March, 2022

“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.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2022

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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for the 12 month period ended 31st March, 2022

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

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- **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.

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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



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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.

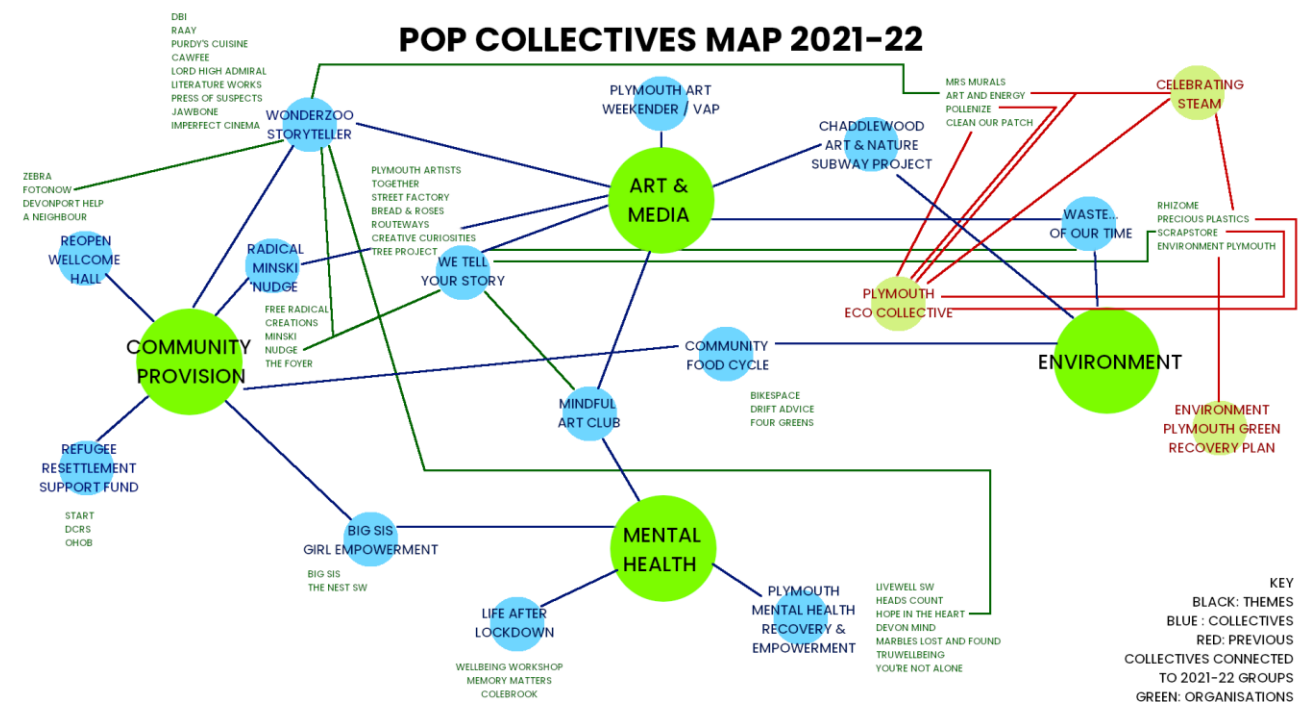
We have learnt that it is not so simple as you might think to identify the number of organisations involved in some of the Collectives! Experience has shown us that there are 'core groups' within the collective (we call these 'platforms') but that this group can also work with individuals and other groups '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.



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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

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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 £
Income and endowments from:															
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
Expenditure on:															
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
Other resources expended	-			-		-	-	-						-	-
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	-	-