



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

Charitable Incorporated Organisation

Registered Charity No: 1167515

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REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

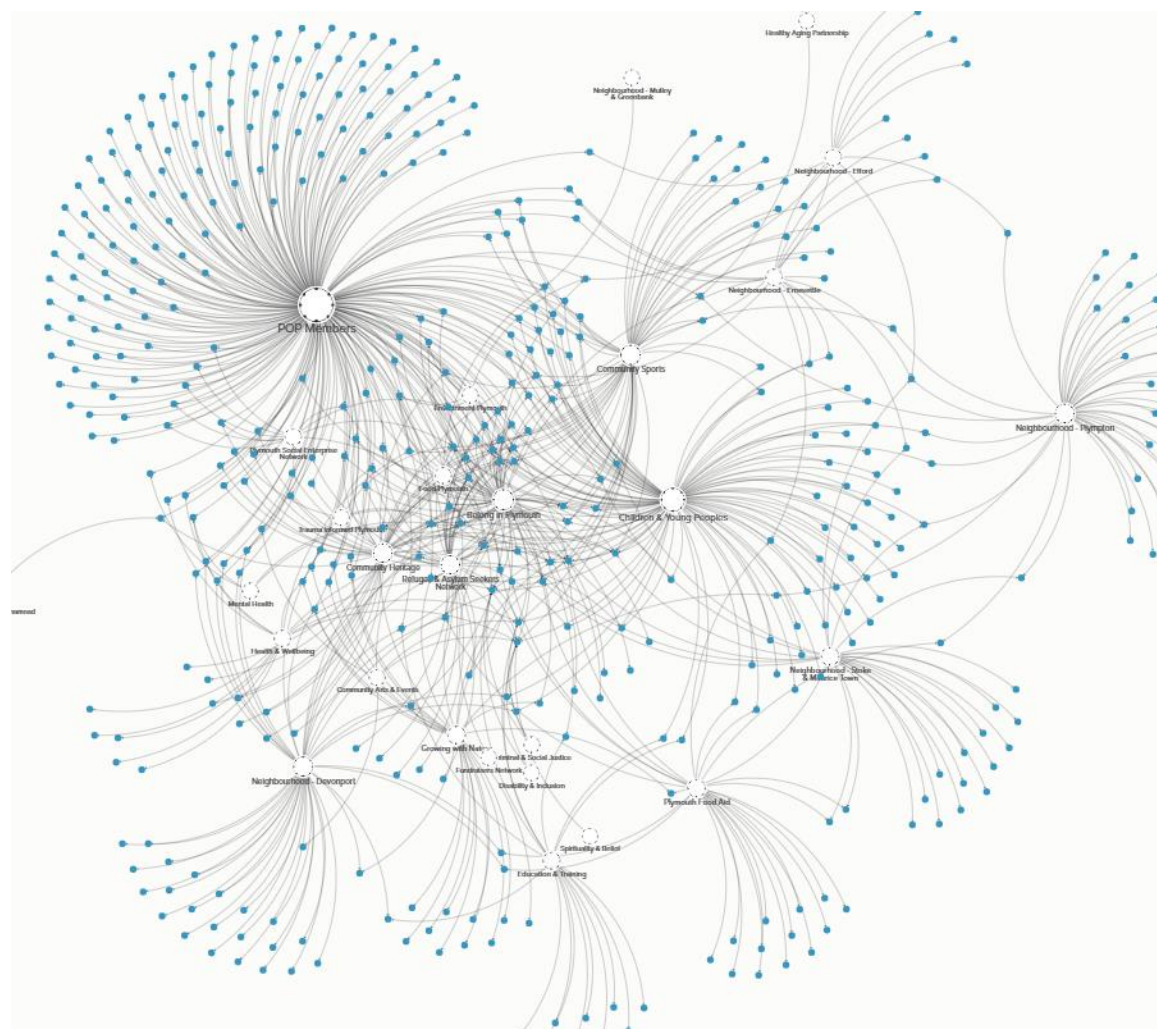
OUR YEAR IN NUMBERS 2022 – 2023.....	3
CHAIR’S REPORT	4
AIMS & OBJECTIVES	6
ACHIEVEMENTS & PERFORMANCE.....	7
LEARNING AND EVALUATION	10
NURTURING OUR MEMBERS	12
NETWORK SUPPORT & DEVELOPMENT.....	16
EVENTS.....	18
FUNDING.....	21
ACTIVE CITIZENS AND SOCIAL CONNECTIVITY.....	24
RUNNING A NIMBLE ORGANISATION WITH STRATEGIC IMPACT.....	26
WORKING STRATEGICALLY	27
OTHER NOTABLE WORK	28
FINANCIAL REVIEW	30
PLANS FOR THE FUTURE	31
STRUCTURE, GOVERNANCE AND MANAGEMENT	31
STATEMENT OF TRUSTEES' RESPONSIBILITIES	34
REPORT TO THE TRUSTEES	35

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

OUR YEAR IN NUMBERS 2022 – 2023

Mapping the networks of Plymouth



REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

CHAIR'S REPORT

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

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

New Developments

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

Headline Numbers for 2022-23

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

Funding

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

Challenges

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

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Looking Ahead

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

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

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

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

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

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

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

Lesley Coulton

Trustees and Chair of POP

Signature:

Dated: 8th November 2023

for the 12 month period ended 31st March, 2023

POP'S AIMS & OBJECTIVES

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

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

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

We achieve our aims and objectives by:

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

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

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

Grant-making policies

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

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

The biggest issues - environmentally and social - are complex.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

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

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

Traditional funding processes destroy, not foster collaboration.

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

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

ACHIEVEMENTS & PERFORMANCE

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

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

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

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

Tell and 'live' the story of collective success

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

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

Champion the grassroots and community development

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

We are also:

- Working with Zebra Collective to support the Community Builders in Plymouth through a Community of Practice.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

- Continuing to support the Devon VCSE assembly system
<https://www.plymouthoctopus.org/voluntary-community-and-social-enterprise-vcse-assembly/>.

Build connections and support effective networks

One of the actions POP has taken is to establish Neighbourhood Networks to create better links between hyper local groups and organisations connected around place. Currently numbering ten networks, as they establish themselves, these networks are starting to receive greater recognition.

We have started to map the networks members. See live data here:

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

Develop co-design expertise

The Belong in Plymouth programme has been co designed with many stakeholders involved including Livewell, The Community Empowerment Operational lead within Plymouth City Council, University Hospitals Plymouth, and several key voluntary organisations representing young people as well as those from diverse backgrounds. It is rapidly learning what factors support collaboration, how to work practically in an emergent way with a very distributed network, how to make decisions and administer finance. It is supporting relational building amongst a larger group of stakeholders in the city including those working in statutory and health within the VCSE, creating links and opportunities for action. The work has continued apace this year with some significant learning coming up about how best to deliver a programme in complex environments. More information can be found here: <https://belonginplymouth.org.uk/>

Support learning, skills, and capacity building

We have redesigned our delivery this year and we are testing new support particularly around coaching and relational practice.

- The big news for this year has been the renewal of the main grant from Esmée Fairbairn Foundation to continue for another 3-5 years. We maintain good links with our colleagues working in Barking & Dagenham and Gateshead, similar geographic areas to Plymouth with similar collaborative funding priorities.

Double down on digital

Over the last year we have continued to experiment with new methods of digital applications. Within Belong in Plymouth we are using groups.io which is proving effective at communicating in an open and transparent way. We have also used Quirkos to support us with coding the community conversations recorded by our community researchers. We also made a major shift in our CRM system, moving from Salesforce to Airtable and linking up to Softr. This has massively increased and improved our ability to streamline our processes and to publish our data live for others to see. Twilio remains useful for Ideas into Action and kumu for mapping connections and systems. At the end of the year, we launched a collaborative approach to some small-scale experimentation with SMS to reach further out into the community.

The main observation around our experiments with different digital platforms is that the best approach would seem to be in small experiments which appear to be the only way to move forward without having to

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

rely on the significant level of investment that large tech companies would have access to This approach also makes it easier to collaborate and work cooperatively.

Demonstrating our impact

The adoption of Airtable and Softr make demonstrating our activity much easier. This will free up capacity to think more deeply about impact such as recording specific case studies – such as the experience of a group of Eritreans living in the Efford area of the city who attended a meeting of the Efford Neighbourhood Network. POP is now helping them with advice on starting up; identifying other organisations which might help to support them and where they might likely apply for funding. This is just one example of many micro grassroots projects that we helping to nurture and are subsequently able to flourish because of POP and the relationships gained via networks.

See finance report – more detail here: <https://pop-finances.softr.app/>

Activity report attached – more detail here: <https://popactivity.softr.app/>

Working nationally

POP remains active at a national level, advocating for grassroots activity and the infrastructure this needs together with the shifts in funding practices needed to create a culture of collaboration. Losing control: core members of the Losing Control in Funding Network <https://www.losingcontrol.org/>

Statement of public benefit

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

for the 12 month period ended 31st March, 2023

LEARNING AND EVALUATION

REFLECTIONS ON APRIL 2022 - MARCH 2023 – WHAT HAVE WE LEARNT?

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

Collaboration

Collaboration is at the heart of everything POP does. Here are some of our big collaborative successes:

- Unify Plymouth – POP has been at the heart of this collaboration with Plymouth City Council, Transforming Plymouth Together, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator.
- The Belong In Plymouth initiative is one of five projects nationwide that are exploring how to tackle complex health inequalities <https://www.kingsfund.org.uk/projects/healthy-communities-together>. The collaboration work between POP, the NHS, Statutory Services, the VCSE and citizens currently taking place is heavily focused on being led by the grassroots. One of the reasons for this, is that we know from our values and our experience that we can create change through innovation. We have challenged traditional approaches especially when we have felt that the voices of citizens have not been properly heard. We have used our experience to help larger organisations find a better approach to some of the complexities and struggles of different systems. We have collaborated around the need to reduce attendance at hospital Emergency Departments; worked with Public Health to add our story to a bank of city-wide stories built closer relationships with people working in different sectors so that we might better communicate with each other and learnt from working with our own diverse team of stakeholders about what makes effective collaboration. E The Plymouth Recovery and Empowerment Group.
- The Plymouth REG Collective, funded via POP Collectives, employs a method of learning around mental health recovery that is unique; radical and successful. It brings together - as co-producers - experts with lived experience with experts working in the profession to deliver a series of mental health and wellbeing workshops which are open to all and free-of-charge. The REG consists of several mental health organisations, including Livewell Southwest; Devon Mind and Colebrook Southwest along with several peer-led projects in Plymouth, such as Marbles Lost and Found; Hope in the HeART and Truwellbeing who, working collaboratively, aim to increase the level of 'learning' about mental health recovery and, in doing so, increase the rates of recovery across the city. The work is proving so successful its informing city policy making concerning coproduction and research studies. The clinical psychologist leading the project, says it is a unique learning opportunity and an extremely powerful one:

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

“Not only does it give those who have experienced mental health problems the chance to lead others, but research shows that participating in a learning environment such as this, helps them in their own recovery.”

Strengthening skills and capacity

This year the POP ideas team continued with three overarching themes:

- Getting started quicker and better
- Improving your chances of getting funding
- Making some noise

All the training opportunities delivered by POP ideas was built around this:

<https://www.plymouthoctopus.org/training/>.

Learning from our previous experience and that of our members, the POP ideas team now delivers a more bespoke service to each of its clients. There are fewer, scheduled face-to-face workshops and, instead, POP ideas has developed a training package of online webinars (with additional resources). These enable our clients to access them whenever they want and as often as they want. Our members have provided us with positive feedback about our webinars, confirming, that they are a welcome addition to the POP ideas training ‘package’, and that they have been particularly useful to those new to the VCSE and/or those looking to set up a community project for the first time. Given this feedback we have improved the existing webinars by breaking them down and putting them into segments and we have commissioned a further webinar on simple business planning which will be available in 2023/24.

Changes: the need for digital skills training has increased whilst those of financial management, volunteer training and board development has decreased. Based on this, our priorities for next year are:

- Funding advice
- Social impact advice
- Contracts and networking
- Digital skills and advice

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

Responding to this, this year we trialled delivering fewer ‘lengthy’ training workshops and, instead, each month delivered an online workshops, of between one and two hours, on a variety of topics including, various digital tools, social media marketing, and website building. The uptake and feedback on these shorter skills workshops were very positive and so we will continue with them, as part of our training provision, next year.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

This year has also seen the POP ideas team work closely providing capacity building support to the Belong in Plymouth initiative. Following conversations with groups and organisations involved in the project workshops were delivered throughout the year, such as, trauma informed practice; skills needed for collaboration; active listening; emotional intelligence; inclusive communications and EDI practices. Everything that we do is subject to evaluation and feedback. We are constantly reflecting and looking for ways in which we might improve our provision. We know that it is really important to our members, we want to keep it this way.

Funding

The main theme with the 250-a-POP and Collectives funding streams this year was consolidation. Through the Learning Champion role, POP was able to observe a range of working practices, shapes and styles of collaboration. The data collected will influence changes that need to be made in the structure of the Collectives process next year, in 2023-24.

We learnt most from the Ideas Into Action initiative. POP decided that we wanted this fund to continue after our relationship with our previous funding partners had ended. As a team, we have learnt a great deal about the technical aspects of operating a fund for individuals that puts a high value on trust and individual agency. While we had only three participants POP is committed to continuing with it: Ideas Into Action funds projects that would struggle to get resourced in a more traditional format. While POP hoped to re-launch this fund with a focus on supporting the actions of young people, it is, as yet, unclear if this is a good idea and/or that our message (to young people) is effective. We are still learning how to best communicate that this fund is about the need for trust and collaboration between participants and not merely an easy way to fund community projects. POP also had the opportunity to learn through funding processes by running the Mini Systems and Cost of Living Fund. We have published several blogs about our 'learning' at <https://www.plymouthoctopus.org/system-culture-change/>

Significant things we have learnt:

- One size does not fit all – there are no 'Swiss Army Knife' style tools for funding that delivers equitable and collaborative results in all circumstances. Funding, to be most effective, requires bespoke solutions that work on specific problems.
- Networking beats rules – You might think that what's needed are more inclusive models of funding but we have, repeatedly, found that what's more effective is creating and building relationships that work towards greater networking. We have found this more important than attempting to create 'perfect' systems.
- Collaborative application processes are possible – POP's experiments have shown that interesting things happen when application processes include elements of networking and collaboration. Such processes are not always comfortable, but they do seem to generate new relationships, ideas and ways of approaching problems.

NURTURING OUR MEMBERS

POP ideas – POP's capacity building service

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

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

We are proud to have maintained excellent quality of provision this year with 84% of survey respondents saying that the service is 'excellent' or 'good'.

This year we have worked in partnership with the Office of the Police and Crime Commissioner for Devon and Cornwall in delivering the Keyham Community Sparks funding. This enabled a further 25 grassroots community projects to be delivered by the people and for the people of Keyham. POP ideas also played a role in providing capacity building support to the grantees, with the impact of supporting groups and organisations beyond the life of that funding pot.

This year we held our first face-to-face Plymouth Fundraisers Network meeting since the Covid pandemic. Over 20 community groups attended and positively welcomed the opportunity to be in a room to share successes and struggles with peers.

The POP ideas training workshops continuously seek to meet the needs of the voluntary and community sector. This year we partnered with Francis Clarke and QuickBooks for the first time to deliver a training workshop on QuickBooks and Xero. The feedback was extremely positive, and we will be repeating the workshop in September 2023.

We continue to evolve our delivery methods to provide useful content in new ways that fit people's time and other commitments.

Case Study: WonderZoo



"For an organisation like us the support from POP ideas is fundamentally important because it has helped us create who we are, it has allowed us to do the events that we do and help us reach communities that we might have struggled to do otherwise."

WonderZoo is an audacious and uncompromising storytelling adventure infused with 1920s surrealism and punk DIY ethics. It attracts like-minded folk, gathering amiable people of a diverse range of talent, literary flair and creative nous. POP ideas provided funding support and mentoring.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

POP ideas impact 2022 – 2023

- This year we have supported **124** organisations with 1:1 advice. This includes community groups, voluntary sector organisations, social enterprises, charities, community businesses and more
- **£484,100** raised in grant funding (from other grant makers) from **11** successful funding applications supported
- **84%** of our clients have reported the POP ideas service is 'excellent' or 'good'
- **63** community groups and organisations have attended **17** training sessions on topics such as, legal structures, funding, financial management, social impact, volunteering, marketing, and digital skills

Outcomes & feedback 2022-2023

- **90%** felt better informed about relevant developments
- **73%** felt more confident applying for funding
- **81%** said their skills had improved
- **53%** felt better at proving the difference and impact they made
- **65%** had stronger foundations in place for their work (e.g., a constitution or legal structure in place)
- **57%** said they were delivering a better service for their clients

Positive comments

There were many positive comments made about what POP ideas is doing well, including:

- The funding workshops are very helpful, the newsletter is very helpful especially links to funding streams
- I have found all individuals I have consulted extremely helpful, encouraging and affirming
- Gave me a good list of funding providers to approach
- Clear easy to find and access
- It's been great to have POP ideas in Plymouth. It has helped so many groups, including our own

Areas for development

Some constructively critical comments were recorded. No obvious themes emerged but substantive comments included:

- Need more awareness of the service
- More ICT training
- Help with trustee recruitment
- Improved website and newsletter

Cumulative impact since 2014

- **£9** million raised from **284** successful funding applications supported
- We have delivered one-to-one advice to **635** voluntary, community and social enterprise organisations in the city
- More than **600** Plymouth-based community groups and organisations have attended more than **185** training workshops
- Workshop attendees consistently report significant improvements in their learning and understanding

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Case Study: Mutley Greenbank Trust



"POP ideas is really really good, they are a lifeline for community and voluntary sector organisation out there and I really do hope they are able to support organisations like ours."

The Mutley Greenbank Trust is a local charity that provides youth and community projects in the areas of Mutley, Greenbank, Mount Gould, and Lipson.

Their work is made possible by a fantastic team of qualified staff and dedicated volunteers who work throughout the different projects to make their life-changing work possible.

POP ideas provided project planning, funding advice and support is ongoing.

Future Plans

- Deliver more 'bite-sized' short, specific training workshops –our feedback shows clients valued this approach.
- Enhance and develop a digital offering with a range of training and development options.
- Deliver a new membership offer that is affordable for all groups.
- Continue to deliver expert support and guidance to strengthen community grassroots activity, so it is more sustainable, more effective and in a position to be able to network and collaborate.

for the 12 month period ended 31st March, 2023

NETWORK SUPPORT & DEVELOPMENT

POP has increased its involvement in networks across the city: there are some in which we sit alongside other members, and others which POP has itself established to fulfil a need. Although there are several networks that we facilitate, it is our aim that all networks should be able to sustain themselves at some point in the future. The Children and Young People Network: POP is the coordinator of this network of approximately 200 individuals and organisations. The networks' work this year has been working with PCC Violence Against Women and Girls commissioner (Meghan Field) creating a coordinated approach in delivering the commission's findings. The network meets in person every three months.

The Community Sports Network, with approximately 100 individuals and organisations, is also co-ordinated by POP. This year the network has worked in partnership with Plymouth City Council and Active Devon on its "Active to Thrive" action plan. The network meets every three months.

The Community Heritage Network has moved back to face-to-face meetings, The network is led by Dr Alan Butler. The network has been active in: LBGT+ history month; the Community Archives & Heritage Group; working alongside colleagues at the Box and, of course, in the High Street Heritage Action Zone initiative.

The Plymouth Community Group Support Network: this is a Facebook group facilitated by POP. It has over 500 members. Its members are people who work/volunteer in groups across the city. POP uses this Facebook group to communicate and disseminate information to other community organisations active across the city. It averages two posts per day. It is a closed group and a useful method of communication for us. In the period between the 1st of January 2023 and the 26th of July 2023, 262 of its members either liked or commented on its posts.

The Growing With Nature network is a collaboration between PCC green minds programme, Food Plymouth and POP. It has over 40 groups and holds four events a year in locations such as Diversity Business Incubator, YMCA, snapdragons and Market Hall.

The Mapping Network. (This group of people collect information about what is going on in their area of expertise be that geographical or 'themed') The participants of this network have moved towards POP's network facilitators forum network which meets regularly, providing information and support for people who are running and/or developing the individual's networks. Each meeting has a theme and often there is an 'expert' on hand to help to discuss a particular topic, such as, network mapping, defining the network purpose, using digital tools. This network has expanded to 34 people across neighbourhood and thematic areas.

POP has provided support to the Network Facilitators Forum with:

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

Other networks in which POP is involved:

- Environment Plymouth (and Plastic Free Plymouth)
- The Plymouth Fundraiser's Network
- The Refugee and Asylum Seeker's Network
- The Plymouth Social Enterprise Network

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

- Diverse voices network
- Food Plymouth
- Trauma informed network
- Plymouth Food Aid Network
- Anti-Racism Allyship Network

Individual (geographical) Neighbourhood Networks particularly:

Ernesettle Community network. Although a well-established neighbourhood network, it carried out a network review earlier this year supported by POP to identify what they want to achieve and how it might work. There are 19 groups, councillors and residents currently involved in the network. They have organised a Coronation event and are planning bonfire events, using some POP Collective money

Plympton is being led by the community worker from the Wellbeing Hub at the Rees centre through Barnardos. POP is there to support and provide advice when necessary. It has members, from local community groups; schools; civic association; councillors; police; faith and sports groups

Crownhill. This is a new developing network, come together to try to protect a green area for local residents but had already organised a Coronation event together. It has local residents leading it. POP and the local community builder have been working together to support this emerging network

POP is also involved with the following neighbourhood networks: Devonport; Hooe; Ernesettle; St Budeaux; Keyham & PL2; Glenholt; Stoke and Whiteleigh; Efford and Lipson; Mannamead. Other emerging networks:

- Mutley & Greenbank
- Plymstock
- Southway

Plymouth Mental Health Collective

for the 12 month period ended 31st March, 2023

EVENTS

POP continued to offer a range of events to engage our members ranging from themed events with a speaker to more informal chatty online sessions.

AGM - “Working Together For Impact”



- The highlight of our events was our annual all-day AGM in October 2022. As ever, we wanted to offer an innovative experience for our guests so organised a hybrid event around the theme “Working Together For Impact” to review what had worked well and to see what our hopes and dreams for the future of Plymouth might be.
- We were delighted to welcome Lili Hristova who travelled down from the inspirational London borough of Barking & Dagenham and Celia Watson of Greenwich Hospital (a charity supporting Royal Navy and Royal Marines) to see us in action. For several years now, POP has regarded B&D as our ‘place-based’ twin so it was really rewarding for us to host them and others joining via Zoom.
- We invited people to think about what helps and hinders ‘collaboration’ and asked ourselves to consider our ‘challenges’; our ‘gifts’ and that which we have ‘in common’. We worked together as one; in smaller groups and as a fishbowl – we started with a few strategically placed chairs in the centre of the room with a few speakers, who were then replaced, as and when individuals in the room wanted to add something of interest or ask a question. Our compère for the day, Mark Rowles from the Four Greens Community Trust, did a brilliant job.

REPORT OF THE TRUSTEES

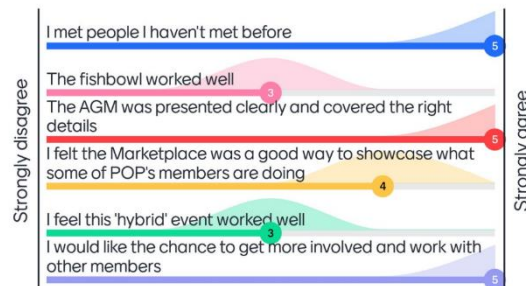
for the 12 month period ended 31st March, 2023



- Earlier in the day, we had a screening of the ‘taster’ film, commissioned by POP to show the work of the projects of The Collectives Fund, created from The Hundred Hands and Phil Rushworth of Take a Part updated us on their investigation – again commissioned by POP – into what makes a successful collaboration.
- The afternoon continued with 2 workshops organized by Take a Part bringing people together to have deeper conversations about collaboration whilst enjoying some fun and creative activities.

Please agree/disagree

Mentimeter



POP BITES

- This is our bi-monthly speaker event for members who also benefit from the fantastic networking opportunities. We’ve had a mix again of in-person and hybrid to ensure we can get as much engagement as possible. Our May event was held at the Plymouth Aquarium with a theme of the Environment and Green Action and were thrilled to have inspirational speaker, Antony Jinman, renowned polar explorer who shared some of his amazing experiences and also told us about the newly opened Climate Hub in Plymouth. Jackie Young from Environment Plymouth shared some great ideas about what we can all do in our community groups to make a difference.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023



- Other themes were Nature, Wellbeing and Mental Health – with speakers from the South West Coast Path and South Devon AONB

POP CONNECTIONS

- These are bi-monthly more informal online networking events for our members. We have a discussion around topic and invite one or two of our member organisations to tell us about their projects. We also break up into different ‘rooms’ to encourage networking between the different participants. Topics have included: Community Radio; Volunteers; Social Isolation, Loneliness and Neighbourhoods

POP OUTREACH

- This year, for the first time, we divided all the Plymouth wards into geographically-grouped areas so that we might cover most of the city. These are a favourite for the team to get ‘out-and-about’ while enabling people to come and visit us where they live. People can meet the team, learn about POP and hear about the different in which we may be able to support individuals and/or organisations.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

FUNDING

2022-23 was a growth year for POP's easy access, participative, collaborative and experimental approach to funding. Both the £250-a-POP and Collectives funding streams saw significant increase in uptake from the previous year. The combination of innovative funding experiments and a relational reporting and evaluation process meant that POP generated new, evidence-based insights into the practicalities of grassroots funding that were shared at both a local and national level.

Detailed information about the funding transactions that POP made between April 2022 and March 2023 for £250-a-POP, Collectives, Mini Systems and Keyham Sparks can be found at bit.ly/3r1a0Ks

POP COLLECTIVES



The number of POP Collectives that successfully completed the application process doubled in 2022-23 from 13 to 27 collectives. The fund paid out £135,000 in this year to groups of organisations providing social or environmental benefit for Plymouth. The decision to allow organisations to be part of more than one collective and to re-apply to the fund meant POP has been able to observe how collaborative relationships and projects evolve and gather momentum.

The application forms for each POP Collective can be viewed at <https://support.plymouthoctopus.org/funding-details?recordId=recHw9DYbYyGkiZvC>

There were 76 organisations that were connected to the 27 successful collective applications. Collectives decide their own expense policy, so not every organisation connected to a collective will receive financial benefit from the fund. 11 organisations were involved in multiple collectives in 2022-23. Of the 76 organisations involved in Collectives, 24% were micro sized organisations (Under £10k turnover) and 59% were small sized organisations (between £11k and £100k turnover).

£250 A POP

£250-a-POP continues to provide vital grassroots support through an easy to access micro grant fund that pays expenses up to £250. Between April 2022 and March 2023, ninety-three grants were paid to different individuals/organisations. Seven organisations received two rounds of funding. The total amount funded through £250-a-POP in this financial year is £22,310 an increase of more than £6,000 from the previous

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

(financial) year. Of the organisations who received 250-a-POP funding we believe that 54% were micro-sized (under £10k) organisations and 38% were small-sized (between £11k and £100k). Red Velvet Cinema, which hopes to reduce loneliness and social isolation among older people, applied for the £250 to help pay for their Christmas lunch.

Detailed information about what £250 a POP grants have been spent on can be found at <https://opencollective.com/250-pop>.



“Thank you to Plymouth Octopus for our recent funding of £250; seven sessions of venue hire at our Friday Community Singing session in Moments Cafe. It's a really popular session and we are so grateful to be able to continue singing for fun and to improve mental well-being.” - M.J. founder of Soul Singers CIC

IDEAS INTO ACTION (Formerly Street To Scale)

Street to Scale did not run in the first half of the year due to capacity constraints with our funding partner Ratio. The agreement was that POP provided the funding for the grants but Ratio did the administration and rule setting. We worked together to try and get the fund running again and were able to fund one project. However, it became clear that the capacity constraints still existed. POP still saw the value in this type of funding for groups of individuals collaborating on projects. We decided to take the idea and take on the administration of grants and launched Ideas Into Action. To the end of March 2023, Ideas Into Action funded three projects £1,000 each. . This enabled a group of students to run artistic workshops that respond to climate change, a group from Southway to establish a bank for baby clothes and equipment, and a group of women from diverse ethnicities to provide catering at community events.

MINI SYSTEMS

Plymouth City Council offered POP the opportunity to collaborate on a project that would allocate funding to organisations working in Community Wellbeing and Suicide Prevention. Beyond the £60,000 budget for the project, POP saw that extra value could be generated by learning from an experimental application process. Through the summer of 2022, 28 organisations expressed interest in an open application process. POP invited organisations to network and generate ideas for collaborative projects. Eight separate project ideas were established. As these projects were all new and untested, and the area of interest was wide, traditional

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

decision-making processes could not be trusted to identify what ‘the best’ project might be. Instead, the eight collectives were put into a computer-generated lottery process, with one group being awarded £40,000, and four groups being awarded £5,000.

COST OF LIVING FUND

Between January and March 2023, POP administered a fund in partnership with the charity OneDevon. Working with local partners across Devon County Council; Plymouth City Council and Torbay Borough Council, it’s aim was to provide more money to those voluntary organisations that support people who have been disproportionately affected by the cost-of-living crisis. As with Mini Systems, POP did not trust traditional decision-making processes to identify which were the most appropriate projects to allocate funding to. POP invited representatives from each organisation who had applied to a stakeholder meeting. At this meeting, applicants were invited to set priorities for how the fund should be spent. POP developed an objective metric to compare projects against what stakeholders said should take priority. This measurement was combined equally with a popularity vote amongst stakeholders to decide which projects were funded. In total, 15 out of 27 projects that applied to the fund received a grant.

KEYHAM COMMUNITY SPARKS



As part of the city-wide response to the tragic events in Keyham in August 2021, POP was invited by the City Council to administer distribution of the Keyham Sparks Fund. In 2022-23 there were two rounds of small grants funding available through this scheme. Round Two ran from March to June 2022. Round Three ran from July to October 2022. The small grants of £500 were decided by a panel, consisting of a POP employee, a ward Councillor, a member of Keyham Neighbourhood. and representatives of the funder. Between the two rounds of funding available in this financial year, 24 grants were awarded to 21 organisations with a value of £10,845.

for the 12 month period ended 31st March, 2023

ACTIVE CITIZENS AND SOCIAL CONNECTIVITY



Positive People Devon

End of Project Summary

2022 was a productive and dynamic year for the Positive People project. We focused on peer development, collaborating with Natasha in Torbay, and recruiting and training Peer Support Coordinators. Our efforts were directed towards offering diverse opportunities for in-person and online events and workshops, fostering growth, and providing valuable support to participants.

Q2 (Apr-Jun) 2022 - Progress Highlights and achievements:

- Continued focus on peer development, collaborating with Natasha in Torbay.
- Offered various in-person and online events and workshops for peer development and community engagement.
- Supported Others Workshop delivered in Torbay/Plymouth.
- Conducted various workshops on topics such as Understanding Anger and Building Body Confidence.
- Engaged in co-designing and co-writing meetings, internal volunteering, and peer support meetings.

Q3 (Jul-Sep) 2022 - Progress Highlights and achievements:

- Successfully recruited four Peer Support Coordinators for Plymouth and Torbay who started in September on 6-month contracts.
- Offered a range of in-person and online events and workshops, including self-development courses and radio broadcasting.
- Delivered workshops on Embracing Vulnerability, Motivation, and Managing Stress.
- Facilitated self-esteem courses and engaged in internal volunteering activities.
- Strengthened partnerships and shared learning with various organizations and Plymouth City Council's Changing Futures project.

Q4 (Oct-Dec) 2022 - Progress Highlights and achievements:

- Focused on peer development, innovation, and genuine co-production opportunities.
- Offered diverse in-person and online events and workshops, including holiday-themed activities.
- Delivered workshops on Surviving Christmas, Weathering Winter, and Building Better Habits.
- Engaged in radio broadcasting, pottery experiences, and supporting peers with referrals.
- Explored collaborations with community groups, Knitting projects, and The Box Museum.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Q1 (Jan-Mar) 2023 - Progress Highlights and achievements:

- Focused on one-to-one support to ensure participants' community connections.
- Offered a mix of in-person and online events and workshops, focusing on coaching and facilitation skills.
- Conducted workshops on Facilitation Skills and Introduction to British Sign Language.
- Continued sharing learning with partners, Plymouth City Council, and Improving Lives Plymouth.

Conclusions: Throughout the year, the Positive People project made remarkable progress in peer development, community engagement, and fostering partnerships. We successfully offered a wide array of workshops and events, creating a supportive and inclusive environment for participants. The highlight of this project was empowering peers by employing them in POP and providing real opportunities for them to progress into paid employment as well as providing meaningful opportunities for personal growth and community connections.

Unify Plymouth

Unify is a partnership of Plymouth City Council, Transforming Plymouth Together, Plymouth Octopus Project, Plymouth Hope, Plymouth Argyle Community Trust, Devon & Cornwall Chinese Association, the Law Clinic and Diversity Business Incubator to try and make 'diverse' communities more cohesive. Specific focus was given to Devonport; Honicknowle; St Budeaux and Efford. Community Cohesion Partnerships have been set up and invited to draw up a vision statement for their area.

for the 12 month period ended 31st March, 2023

RUNNING A NIMBLE ORGANISATION WITH STRATEGIC IMPACT

Reflective Practice - the evolving story

Reflective practice has been developed with the POP team ethos very much in mind i.e., working horizontally so that the process is inclusive. The whole team (which includes employees and Associates) is encouraged to shape the Reflective Practice itself, mirroring the ever-evolving practices and nature of POP. The framework includes the solidity and boundary of a regular scheduled time, and crucially, the negotiation of what constitutes a safe space. Outside of that solid and grounded framework, a fluid and adaptive process has emerged.

In December 2022, the process moved from the shorter monthly reflective space to a quarterly (in person) review/reflection. These sessions are currently three hours long, but may extend... Within this reporting period, two quarterly reviews have been held.

Reflective Practice in Action

Quarterly Reviews:

- The sessions included a settling mindfulness practice, with brief check-ins along the way.
- The session ends with a reflection on the review itself – this feedback helps to shape the following session(s). The regular item is to review the past three months work – what has happened and what key decisions have been made.

The rest of the sessions are a mixture of experiential and discussions – a few examples below:

- Where does the POP team begin and end?
- Learning (next three months)
- Difficult conversations – experiential

An item of lightness is also included in the sessions e.g.

- Appreciation: the team shared a quality they appreciated in each team member (written) and/or what their key achievements were and what they contribute to the team.

The sessions have had mixed reviews, and part of the reflection here is for that to be ok too – to respond and adapt so that everyone feels heard.

Our intention in holding these reviews is, in part, to capture our work and processes, and foster cohesion within the team. We hope by doing so, we carry this way of working quite naturally in our collaborations with the VCS and our strategic partners.

SPINDL – trading arm with Torbay Community Development Trust

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

for the 12 month period ended 31st March, 2023

WORKING STRATEGICALLY

Belong in Plymouth - Healthy Communities Together



Plymouth is one of five projects nationwide exploring how to best tackle complex health inequalities, funded by The National Lottery Community Fund and The Kings Fund:

<https://www.kingsfund.org.uk/projects/healthy-communities-together>.

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

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

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

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

High Street Heritage Action Zone

The HAZ Community Engagement plan (CEP), delivered in partnership between POP and The Box, is creating an infrastructure that supports communities to learn about the city centre's historic post-war Plan for Plymouth, as well as helping local people develop their own projects and events.

POP is working with the community in two ways both of which are aimed at increasing engagement with, and the understanding of, our city's unique civic heritage. Firstly, by supporting the monthly meetings of the Heritage Network, and targeting a type of community and engaging them in an exciting and free programme

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

of walks, talks and community events throughout the year. And, secondly, working with The Box on the provision of a fund exclusively for this part of the city centre - The High Street Sparks Fund.

This year also included a large community event in March at The Box which brought together all those that had engaged with the programme during the year from various community events around the city.

Delivery and communications on the programme had to be modified and adapted this year due to the sensitivities and high-profile surrounding tree felling in the city centre, an area adjacent to the heritage action zone.

Working with our colleagues at The Box, POP is committed to seeking new ways and better ways to engage with more people – and a greater diversity of people – than conventional community engagement models might traditionally reach. It is our hope that those citizens with whom we engage become better-informed and more likely to be involved in the HAZ initiative and for a greater length of time.

OTHER NOTABLE WORK

Attendance at key meetings

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

Plymouth Partners & Funders Forum

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

Plymouth Cost of Living Taskforce

POP supported the strategic partnership taskforce through the winter by sharing intelligence from both the community and funders. This informed local authority decision making and contributed to partner delivery.

The needs of the city and progress of the taskforce was also communicated back to the Regional Funders Forum which informed their local decision making.

YMCA My Future – Mentoring Youth Programme

My Future is a youth programme that helps guide and support young people through mentoring to raise aspirations and the chance of a better future. POP mentored a young student from the YMCA Discovery College over the full academic year. Mentoring support was provided monthly on the world of work, employability skills, producing a CV, passing their driving test, confidence issues, and exam revision. The programme also entailed peer mentoring support via networking which raised the profile of POP within the city's private sector.

Public relations

Our associate, Caroline Blackler, continues to write a steady stream of content for the monthly POP page featuring, for example, POP's own work; the service we provide to our members along with our relationship with our members; the wonderful efforts of our members and the many ways in which we are all making a difference across the city.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

The content is also included in the monthly mailings; on our social media channels and, where it has been possible, on community noticeboards.

Caroline has promoted the different funds which POP is involved with or delivering: Keyham Community Sparks; the Cost of Living Fund; £250-a-POP; the POP Collectives Fund and Ideas Into Action providing information and contact details encouraging people to apply. Through our communication channels we have profiled the work of many POP members including, for example, the Tree Project; the Plymouth Baby Bank; Timebank; the Girls to Women Project and Soul Singers.

As POP has taken to the streets with its monthly Outreach events so Caroline has sought to include content from these communities. Caroline has then printed the page and visited the areas to get the printed page put up and noticed on notice boards! There are several challenges involved with this which she is still trying to overcome, such as, in some cases, locating the person who might have the key! POP continues to send a weekly Monday newsletter to its members. The newsletter contains a wealth of news and information, not just from POP, but also that of our members, partners and funders. What's more it is a portal through which anyone can send in material about their own projects and news which can be shared with all our contacts.



POP
Building strong grassroots organisations, charities and social enterprises in Plymouth

Support Bubble



With winter approaching the girls in support bubble created a beautiful support bubble in the form of a support bubble. The girls were given the chance to express their feelings and to share their experiences. The girls were given the chance to express their feelings and to share their experiences. The girls were given the chance to express their feelings and to share their experiences.

Barefoot Bows Out



The girls in support bubble created a beautiful support bubble in the form of a support bubble. The girls were given the chance to express their feelings and to share their experiences. The girls were given the chance to express their feelings and to share their experiences. The girls were given the chance to express their feelings and to share their experiences.

POP Outreach

We'll be at Southway Youth and Community Centre on Tuesday the 10th of June from 10.30 - 1.30pm. Come and meet the team and find out how POP can support your community



POP NEWSLETTER
April 2023

The Ocean Publishing Partnership

The recently formed Ocean Publishing Partnership will now launch its first publication. The partnership is a joint venture between the Ocean Publishing Partnership and the Ocean Publishing Partnership.

POP Collectives Update

How the POP Collectives have helped more than 400 individuals and organisations across the city.

The Social Value of Banking Time

The Social Value of Banking Time is a new initiative that aims to help people in the city to build their social capital and to improve their lives.

Social Media

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

Over 8,000 followers to date across all platforms:

2,578 Plymouth Octopus Twitter & 1,711 POP ideas Twitter

2.1k Plymouth Octopus Facebook, 1.1k POP ideas Facebook, 266 Community Guru Facebook

646 Community Guru Instagram

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

FINANCIAL REVIEW

Over the last four years POP has been in a privileged position with core funding awarded in 2018 by the Esmée Fairbairn Foundation. And we are now further privileged to have secured further core funding from Esmée Fairbairn Foundation:

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

This year has been very positive. Overall our income was £655,241 and our outgoing resources were £718,772.

This reflects that we were spending against restricted reserves from income already received. Much of the surplus is held in restricted reserves.

Our income came from Positive People (£105k), Esmée Fairbairn (£309k), Plymouth City Council core grant of £30k plus £50k from a health focused Fair Shares fund. In line with previous years, we continued to deliver the Highstreet Heritage Action Zone, Keyham Community Sparks, Unify Plymouth and SIMPL. We also continue to hold just under £4,000 as a designated reserve for work that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership.

We hold a Contingency fund of £21,000 to cover redundancy payments and a Working Capital designated reserve for occasions of funding reductions or cessation in operations.

RESERVES POLICY

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

- For designated reserves on occasion of funding reducing/stopping

The Trustees have established a level of free unrestricted reserves that the charity requires to bridge funding gaps to enable the charity to continue the current activities for a period of at least six months. The Trustees consider that a contingency fund of £100,000 would be appropriate. The fund currently stands at £78,000 (2022: £78,000)

- For redundancy payments should the charity cease to trade

To provide for the payment of redundancy in the event of our funding ceasing. The trustees consider that a designated fund of £21,000 would be required. The fund currently stands at £21,000 (2022: £21,000).

- VCS Emergencies Partnership

To provide for funding that will bolster grassroots connection into strategic work as a result of the work we did on the VCS Emergencies Partnership. The fund currently stands at £3,822 (2021: £4,000)

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

MONEY HELD ON ACCOUNT

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

RISK MANAGEMENT

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

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

PLANS FOR THE FUTURE

Our priorities for 2023/24 are:

- Enter the final five years of funding from Esmée Fairbairn, responding to the new funding requirements and looking towards achieving and demonstrating the long-term impact.
 - Set up a conversation around system shifting specifically focussing on community ownership of assets and funding and finance.
 - Continue to develop our practice as a funder, responding to greater constraints and increased demand on our funding.
 - Recruit a Learning Partner.
- Design and deliver the Plymouth Sparks funding
- Recruit a network connector for neighbourhoods and define our approach.
- Deliver the second year of Belong in Plymouth, the Healthy Communities Together programme.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and objects

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

Governance and trustee appointments

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

Trustees meet every month avoiding the need for sub committees to be formed.

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

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Trustee training and induction

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

Related party transactions and trustees' expenses and remuneration

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

Staff:

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

Associates:

Caroline Blackler
Rebekah Coombes
Juliette Jackson
Stephane Kolinsky
Martyn
Lowesmith
Donna Maughan
Susan Moores
Paul Read
Simon Sherbersky

Legal and administrative information

Charity Name and Number

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

Charitable Incorporated Organisation registered on 7th June 2016.

Impact of covid on going concern

2022/23 has not had a detrimental impact on the financial position of the charity. There was less of a direct impact on delivery, as life returned to 'normal'.

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2023

Trustees

Louise Barnes

Alan Butler

Andi Higginson

Josephine Bussell

Lesley Coulton

Martin Mills

Tracey Naismith

Sally Walker

Chairperson

Lesley Coulton

Principal office

Devonport Guildhall

Ker Street

Plymouth

PL1 4EL

Independent examiners

Wills Accountants Ltd

2 Endeavour House

Parkway Court

Longbridge Road

Plymouth

PL6 8LR

Bankers:

CAF Bank Ltd.

25 Kings Hill

Avenue

West Malling

Kent

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

This report was approved by the board of trustees on 8th November 2023

Trustee

Name:

Signature:

Plymouth VCSE (POP+)
Independent Examiner's Report to the trustees of Plymouth VCSE

Report of the Independent Examiner to the trustees
on the accounts of the Charity for the year ended 31 March 2023

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 37 to 52

Respective responsibilities of trustees and examiner

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

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

Independent examiner's statement

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

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

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

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

Mr Philip Wood Soutter FCCA

for and on behalf of

Wills Accountants Ltd

Chartered Certified Accountants
2 Endeavour House
Parkway Court
Longbridge Road
Plymouth
PL6 8LR

The date upon which my opinion is expressed is :- 26 October 2023

Plymouth VCSE (POP+)
Statement of Financial Activities
for the year ended 31 March 2023

		Unrestricted Funds	Restricted Funds	Total Funds	Last Year Total Funds Restated
	Notes	2023 £	2023 £	2023 £	2022 £
Income and endowments from:					
<i>Incoming resources from generated funds</i>					
Donations and legacies		65,690	581,237	646,927	718,772
Other trading activities		7,790	-	7,790	-
Investment Income		499	-	499	-
Charitable activities		-	-	-	-
<i>Other Incoming Resources</i>		-	-	-	-
Total income and endowments		73,979	581,237	655,216	718,772
Expenditure on					
Costs of charitable activities		77,391	696,714	774,105	529,032
Other costs		2,313	1,046	3,359	3,119
<i>Other resources expended</i>		-	-	-	-
Total expenditure		79,704	697,760	777,464	532,151
(Net (expenditure))/net income before transfers between funds		(5,725)	(116,523)	(122,248)	186,621
Gross transfers between funds		-	-	-	-
(Net (expenditure))/net income before Other recognised gains and losses		(5,725)	(112,605)	(122,248)	186,621
Other recognised gains and losses		-	-	-	-
Net movement in funds		(5,725)	(112,605)	(122,248)	186,621
Reconciliation of funds					
<i>Total funds brought forward</i>	8	105,103	274,449	379,552	192,931
Total Funds carried forward	8	99,378	161,844	257,304	379,552

The net movement in funds referred to above is the net incoming resources as defined in the Statement of Recommended Practice (The SORP) and is reconciled to the total funds as shown in the Balance Sheet on page 38 as required by the SORP.

All activities derive from continuing operations

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Statement of Financial Activities
for the year ended 31 March 2023

Statement of Total Recognised Gains and Losses
for the year ended 31 March 2023

	2023	2022
Excess of Expenditure over income before realisation of assets	(122,248)	186,621
Profit per Profit and Loss account	(122,248)	186,621
Grants for the acquisition of fixed assets	-	-
Net Movement in funds before taxation	(122,248)	186,621

Movements in revenue and capital funds
for the year ended 31 March 2023

Revenue accumulated funds	Designated Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Last year Total Funds 2022
		£	£	£	£
Accumulated funds brought forward	103,000	2,103	274,449	379,552	192,931
Recognised gains and losses before transfers	(178)	(5,547)	(112,605)	(118,330)	186,621
	102,822	(3,444)	161,844	261,222	379,552
Transfers between restricted and unrestricted funds	-	-	-	-	-
Transfers (to)/from designated funds	(7,362)	3,444	3,918	-	-
Closing revenue accumulated funds	95,460	-	165,762	261,222	379,552

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

Summary of funds	Designated Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Last Year Total Funds 2022
Revenue accumulated funds	-	-	165,762	165,762	276,552
Revenue designated funds	95,460	-	-	95,460	103,000
Total funds	95,460	-	165,762	261,222	379,552

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Company Number
Balance Sheet
as at 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Intangible assets			-		-
Tangible assets	4		4,347		2,930
Total fixed assets			4,347		2,930
Current assets					
Debtors	5	11,484		53,636	
Cash at bank and in hand		276,116		330,175	
Total current assets		287,600		383,811	
Creditors:-					
amounts due within one year	6	(34,643)		(7,189)	
Net current assets					376,622
Total assets less current liabilities			252,957		379,552
Creditors:-					
amounts due after more than one year			-		-
Net assets including pension asset / liability			257,304		379,552
The funds of the charity :					
Unrestricted income funds					
Unrestricted revenue accumulated funds	8	-		2,103	
Designated revenue funds	8	95,460		103,000	
Total unrestricted funds			95,460		105,103
Restricted revenue funds					
Restricted revenue accumulated funds	8	161,844		274,449	
Restricted fixed asset funds					
Total restricted funds			161,844		274,449
Total charity funds			257,304		379,552

The financial statements were approved and authorised for issue by the Board on 26 October 2023
Signed on behalf of the board of Trustees

L Coulton
Trustee

The notes on pages 40 to 47 form an integral part of these accounts.

Plymouth VCSE (POP+)
Cash Flow Statement
for the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash flow from operating activities	11	(51,414)	135,900
Interest paid		-	-
Net cash flow from operating activities		<u>(51,414)</u>	<u>135,900</u>
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(3,144)	(2,213)
Receipts from sales of tangible fixed assets		-	-
Interest received		499	-
Net cash flow from investing activities		<u>(2,645)</u>	<u>(2,213)</u>
Cash flow from financing activities			
Interest paid		-	-
Net cash flow from financing activities		<u>-</u>	<u>-</u>
Net increase / (decrease) in cash and cash equivalents		<u>(54,059)</u>	<u>133,687</u>
Cash at bank and in hand less overdrafts at 1 April		<u>330,175</u>	<u>196,488</u>
Cash at bank and in hand less overdrafts at 31 March		<u>276,116</u>	<u>330,175</u>
Cash and cash equivalents consists of:			
Cash at bank and in hand		276,116	330,175
Overdrafts		-	-
Cash and cash equivalents at 31 March		<u>276,116</u>	<u>330,175</u>

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

1 Accounting policies

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

Basis of preparation of the accounts

Plymouth VCSE (POP+) is a Charitable Incorporated Organisation registered in England / Wales . The address of the principle office is given in the charity information on page 34 of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2019.

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

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

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Incoming Resources

Incoming resources are accounted for on a receivable basis deferred as described below where appropriate.

Except as described under the 'Deferred Income' accounting policy all grants, including grants for the purchase of fixed assets , are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Deferred income

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

Recognition of liabilities

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

Resources Expended

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

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

Costs of generating funds

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

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

Charitable activities

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

Fundraising costs

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

Governance costs

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

Other Costs

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

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

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

Fixed assets and depreciation

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

ICT equipment	– 5 years straight line
Office Equipment	– 5 years straight line

Taxation

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

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

Funds structure policy

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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

Going Concern

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

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

2 (Deficit)/surplus for the financial year	2023	2022
	£	£
This is stated after crediting :-		
Depreciation of owned fixed assets	1,727	1,607
Independent Examiner's Fees	1,632	1,512
	3,359	3,119

3 Staff Costs and Emoluments	2023	2022
	£	£
Gross Salaries	244,746	142,473
Employer's National Insurance	15,024	39,505
Pension Contributions	5,544	7,499
Consultancy & Associates fees	125,141	99,902
	390,455	289,379

There was no remuneration or expenses paid to the Trustees in the year (2022 - £Nil)

The average number of staff in the year totaled 13 (2022 : 10)

No employee received total benefit exceeding £60,000 (2022 : £60,000)

4 Tangible functional fixed assets	Office Equipment	Total
	£	£
Asset cost, valuation or revalued amount		
At 1 April 2022	8,032	8,032
Additions	3,144	3,144
Disposals	-	-
Surplus on revaluation	-	-
At 31 March 2023	11,176	11,176
Accumulated depreciation and impairment provisions		
At 1 April 2022	5,102	5,102
Eliminated on disposals	-	-
Depreciation on revaluation	-	-
Charge for the year	1,727	1,727
At 31 March 2023	6,829	6,829
Net book value		
At 31 March 2023	4,347	4,347
At 31 March 2022	2,930	2,930

5 Debtors	2023	2022
	£	£
Trade debtors	8,397	52,300
Other Debtors	-	306
Prepaid expenses	3,087	1,030
Accrued income	-	-
	11,484	53,636

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

6 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	22,662	1,947
Accrued expenses	10,282	5,242
Funds held for third parties	1,699	-
	34,643	7,189

7 Analysis of the Net Movement in Funds

	2023	2022
	£	£
Net movement in funds from Statement of Financial Activities	(122,248)	186,621
Net resources applied on functional fixed assets	(3,144)	(2,213)
Net movement in funds available for future activities	(125,392)	184,408

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

At 31 March 2023

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	806	-	3,541	4,347
Current Assets	2,982	95,460	189,158	287,600
Current Liabilities	(3,788)	-	(30,855)	(34,643)
	-	95,460	161,844	257,304

At 1 April 2022

	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	1,486	-	1,444	2,930
Current Assets	7,806	103,000	273,005	383,811
Current Liabilities	(7,189)	-	-	(7,189)
	2,103	103,000	274,449	379,552

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

The individual funds included above are :-

	Funds at 2022	Movements in Funds as below	Transfers Between funds	Funds at 2023
	£	£	£	£
<u>Unrestricted:</u>				
Free Reserves (General Fund)	2,103	(5,547)	3,444	-
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	21,000	-	-	21,000
Contingency Fund - Working Capital	78,000	-	(7,362)	70,638
VCSEP	4,000	(178)	-	3,822
<u>Restricted funds</u>				
Esmee Fairbairn	75,000	(16,862)	-	58,138
SIMPL	8,821	(8,519)	-	302
Power to Change	22,000	(19,000)	-	3,000
Fair Shares	-	45,000	-	45,000
National Lottery Community Fund - BBO	618	(4,232)	3,614	-
NHS	-	(304)	304	-
NAVCA	-	6,000	-	6,000
Plymouth City Council - HSHAZ	-	455	-	455
Unify Plymouth (PCC CMF)	24,993	(2,927)	-	22,066
National Lottery Community Fund - (HCT)	97,831	(83,062)	-	14,769
Keyham Fund	20,850	(17,728)	-	3,122
WG	24,336	(15,344)	-	8,992
	379,552	(118,330)	-	257,304

Analysis of movements in funds as shown in the table above

	Incoming Resources £	Outgoing Resources £	Gains & Losses £	Movement in funds £
<u>Unrestricted:</u>				
Free Reserves (General Fund)	73,979	(79,526)	-	(5,547)
HMRC JRS	-	-	-	-
<u>Designated Reserves:</u>				
Contingency Fund - Redundancy	-	-	-	-
Contingency Fund - Working Capital	-	-	-	-
VCSEP	-	(178)	-	(178)
<u>Restricted funds</u>				
Esmee Fairbairn	309,300	(326,162)	-	(16,862)
SIMPL	-	(8,519)	-	(8,519)
Power to Change	-	(19,000)	-	(19,000)
Fair Shares	45,000	-	-	45,000
National Lottery Community Fund - BBO	105,350	(109,582)	-	(4,232)
NHS	71,000	(71,304)	-	(304)
NAVCA	10,000	(4,000)	-	6,000
Plymouth City Council - HSHAZ	16,888	(16,433)	-	455
Unify Plymouth (PCC CMF)	-	(2,927)	-	(2,927)
National Lottery Community Fund - (HCT)	-	(83,062)	-	(83,062)
Keyham Fund	3,699	(21,427)	-	(17,728)
WG	20,000	(35,344)	-	(15,344)
	655,216	(777,464)	-	(118,330)

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

9 Grant Allocation

Organisation	Funding Source	Amount £
Amalgamate £250 a POP	EFF	25,000
Art Craft & Giggles CIC	NHS	5,000
Art, Craft & Laughter	WG	100
Big Sis Empowerment	EFF	5,263
Bikespace CIC	KEY	2,000
Bury the Giant Grant	EFF	5,263
Citizens Advice Plymouth	NHS	4,900
Colebrook South West Ltd	NHS	2,480
Confidence Booster Workshops	EFF	5,263
Crazy Beautiful World	WG	100
CROPS Ltd	NAVCA	500
Desi Junction	KEY	2,000
Devon and Cornwall Refugee Support	NHS	500
Devon and Cornwall Refugee Support	EFF	5,263
Diversity Business Incubator CIC	NAVCA	500
Diversity Business Incubator CIC	PTC	15,000
Diversity Business Incubator CIC	EFF	8,000
Diversity Business Incubator CIC	SIMPL	2,000
Esme Johnson	WG	100
Food Plymouth CIC	NAVCA	500
Fotonow CIC	KEY	4,000
Friends and Families	NHS	4,750
Front page / Back Page / Centrefold	EFF	5,263
Honicknowle Comment Ltd	NHS	5,000
Hope In The Heart	EFF	450
Hundred Hands	EFF	5,263
Ideas to actions	EFF	2,200
Jabulani Plymouth C.I.C.	NHS	7,300
Keyham Green Places Foodbank	EFF	5,263
Keyham Sparks 500	KEY	7,968
Lauren Packham	WG	100
Life After Lockdown	EFF	5,000
Messages From The HeARTlands	EFF	5,263
Mindful Art Club CIC	NHS	1,600
Mindful Art Club CIC	EFF	5,250
New4You & JC's Youth	EFF	5,542
Plymouth Community Climate Centre	EFF	5,000
Plymouth Hope	NHS	5,000
Plymouth Hope	NAVCA	500
Plymouth Methodist Central Hall	NHS	2,475
Plymouth Methodist Central Hall	NAVCA	500
Plymouth PIE Club CIC	NAVCA	500
Plymouth Scrapstore	NAVCA	500
Plymouth Scrapstore	NHS	4,959
Plymouth Soup Run	NAVCA	500
Plymouth Youth Sailing Club	NHS	3,600
Precious Plastic	EFF	5,263
PREP21	EFF	5,263
Pride in Plymouth	HSHAZ	1,000
PTown Radio	EFF	5,000
Queer District Collective	EFF	5,000
Re-Opening Welcome Hall Collective	EFF	(3,906)
Sandra Radovanovic	WG	100
Seadream Education	NHS	2,500
Street to Scale	EFF	12,000
Suicide Prevention Collective	WG	5,263

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

Organisation	Funding Source	Amount £
Supporting men's wellbeing	WG	5,263
Tales to Live By	WG	42,105
The Village Hub Ltd	NHS	4,050
Timeline for Change	EFF	5,263
Together for Childhood Plymouth	EFF	5,000
Transforming Plymouth Together	HCT	10,000
Transforming Plymouth Together	NHS	5,000
Trauma Informed Collective	EFF	5,263
Waste of Our Time	EFF	5,000
Wellbeing Workshops	NHS	5,000
Wellbeing Workshops	WG	100
West Devon Junior Netball League	EFF	5,263
Wonderzoo	EFF	10,000
		329,269

Funding Source key

EFF - Esmee Fairbairn

SIMPL - SIMPL

BBO - Big Lottery - Building Better Opportunities

KEY - Keyham Community Sparks

CMF - Plymouth City Council - CMF

HSHAZ - High Street Heritage Action Zone

WG - Plymouth City Council Wellbeing Grants

NHS - NHS cost of living

NAVCA - NAVCA Cost of Living

HCT - The National Lottery Community Fund

FS - Plymouth City Council Fair shares

PTC - Power to Change through the SIMPL project

Plymouth VCSE (POP+)
Notes to the Accounts
for the year ended 31 March 2023

10 Purpose of Restricted Funds Received

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

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

	2023	2022
	£	£
Net Income/Expenditure	(123,246)	186,621
Interest Receivable	499	-
Depreciation and Impairment of Tangible Fixed Assets	1,727	1,607
Increase in debtors	42,152	(46,798)
Decrease in creditors	27,454	(5,530)
	(51,414)	135,900

Plymouth VCSE (POP+)

Appendices to the Statement of Financial Activities for the year ended 31 March 2023

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

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

Plymouth VCSE (POP+)																
Appendix 1																
Analysis of Total Incoming & Outgoing Resources by Activity for the year ended 31 March 2023																
	Unrestricted Fund	Designated Fund	Restricted Funds													
	General	VCSEP	Esmee Fairbairn	SIMPL	Power to Change	Fair Shares	National Lottery Community Fund - BBO	NHS	NAVCA	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community Fund - (HCT)	Keyham Community Sparks Fund	WG	2023	2022
	Fund														Total	Total
	£	£	£	£		£	£	£	£	£	£	£	£	£	£	£
Income and endowments from:																
Donations and legacies	65,690	-	309,300	-	-	45,000	105,350	71,000	10,000	16,888	-	-	3,699	20,000	646,927	718,772
Other trading activities	7,790	-	-	-	-	-	-	-	-	-	-	-	-	-	7,790	-
Investment Income	499	-	-	-	-	-	-	-	-	-	-	-	-	-	499	-
Charitable activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Income	73,979	-	309,300	-	-	45,000	105,350	71,000	10,000	16,888	-	-	3,699	20,000	655,216	718,772
Expenditure on:																
Charitable activities	77,213	178	325,988	8,519	19,000	-	108,965	71,304	4,000	16,178	2,927	83,062	21,427	35,344	774,105	529,032
Other	2,313	-	174.00	-	-	-	617	-	-	255	-	-	-	-	3,359	3,119
Other resources expended	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total resources expended	79,526	178	326,162	8,519	19,000	-	109,582	71,304	4,000	16,433	2,927	83,062	21,427	35,344	777,464	532,151
Net Incoming Resources by activity	(5,547)	(178)	(16,862)	(8,519)	(19,000)	45,000	(4,232)	(304)	6,000	455	(2,927)	(83,062)	(17,728)	(15,344)	(122,248)	186,621

Plymouth VCSE (POP+)																
Appendix 2																
Analysis of Total Support Costs by Activity for the year ended 31 March 2023																
	Unrestricted Fund	Designated Fund	Restricted Funds													
	General Fund	VCSEP	Esmee Fairbairn	SIMPL	Power to Change	Fair Shares	National Lottery Community	NHS	NAVCA	Plymouth City Council - HSHAZ	Unify Plymouth PCC CMF	National Lottery Community	Keyham Community Sparks Fund	WG	2023 Total	2022 Total
Nature of support costs	£	£	£	£		£	£	£	£	£	£	£	£	£	£	£
Salaries	36,838	-	86,780	1,000	2,000	-	75,219	7,100	-	1,800	1,000	29,459	3,550	-	244,746	142,473
Tax & NI	5,085	-	5,685	-	-	-	3,586	-	-	-	-	668	-	-	15,024	39,505
Pensions	2,421	-	1,913	-	-	-	986	-	-	-	-	224	-	-	5,544	7,499
Associates & Sub-contractors	19,176	-	38,325	509	2,000	-	13,365	-	-	10,853	1,927	36,623	364	1,999	125,141	99,902
Advertising & Marketing	-	-	1,333	-	-	-	-	-	-	360	-	-	-	-	1,693	17,235
Grant disbursements	-	-	182,456	2,000	15,000	-	-	64,114	4,000	1,000	-	10,000	17,468	33,231	329,269	185,509
Grant returned to funder	-	-	-	5,010	-	-	-	-	-	-	-	-	-	-	5,010	-
Bookkeeping/Financial Admin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,868
Staff Expenses	4,611	-	1,454	-	-	-	2,862	-	-	15	-	1,305	-	-	10,247	578
Office Rent and Rates	(1,237)	-	-	-	-	-	4,400	-	-	-	-	-	-	-	3,163	2,860
Events / venue hire	3,945	-	954	-	-	-	2,355	90	-	1,903	-	2,995	45	114	12,401	4,307
Telephone/broadband/mobiles	(12)	-	50.00	-	-	-	2,400	-	-	-	-	-	-	-	2,438	1,820
Insurance	1,295	-	-	-	-	-	-	-	-	-	-	-	-	-	1,295	1,440
Professional fees	1,073	-	5,655	-	-	-	192	-	-	-	-	84	-	-	7,004	225
Independent Examiners Fees	1,632	-	-	-	-	-	-	-	-	-	-	-	-	-	1,632	1,512
Website/email hosting	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,580
Admin (Printing/Stationery/Postage)	13	-	35	-	-	-	-	-	-	239	-	130	-	-	417	20
Membership & Subscriptions	(25)	178	42	-	-	-	1,800	-	-	-	-	180	-	-	2,175	848
Training (Delivery & CPD)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,978
Travel/subsistence	888	-	4	-	-	-	-	-	-	8	-	1,184	-	-	2,084	4,412
IT Support/Software	3,070	-	996	-	-	-	1,800	-	-	-	-	210	-	-	6,076	9,025
Bank charges	72	-	-	-	-	-	-	-	-	-	-	-	-	-	72	96
Sundries/Misc/Equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(148)
Bad debts	-	-	306	-	-	-	-	-	-	-	-	-	-	-	306	-
Depreciation	681	-	174	-	-	-	617	-	-	255	-	-	-	-	1,727	1,607
Total support costs analysed by activity	79,526	178	326,162	8,519	19,000	-	109,582	71,304	4,000	16,433	2,927	83,062	21,427	35,344	777,464	532,151
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	2023 £	2,022 £														
The above amounts are shown in the accounts as																
Support costs for charitable activities	439,826	343,523														
Grantmaking to achieve the objects of the charity	329,269	185,509														
Total Other costs	3,359	3,119														
	772,454	532,151														
The basis of allocation of costs and the methods used are described in note 1 to the accounts																

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Prior Period Total Funds 2022 Restated £
Incoming Resources				
Income from Donations and Legacies				
Non government and non public bodies				
Incoming resources of a revenue nature - grants, donations and legacies				
Donations	64,942	475,987	540,929	718,252
Training / Workshops	748	10,800	11,548	520
Lottery Funding	-	94,450	94,450	-
Total Donations & Legacies Received	65,690	581,237	646,927	718,772
Activities for generating funds				
Other activities for generating funds	7,790	-	7,790	-
Total of Other Trading Activities	7,790	-	7,790	-
Investment Income				
Bank deposit interest received	499	-	499	-
Total Investment Income	499	-	499	-
Total Income	73,979	581,237	655,216	718,772

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Prior Period Total Funds 2022 Restated £
Charitable expenditure				
<i>Support costs of charitable activities</i>				
<i>Direct support costs</i>				
Net wages and salaries - charitable activities	36,837	207,909	244,746	142,473
PAYE and NI	5,085	9,939	15,024	39,505
Pension contributions charitable employees	2,421	3,123	5,544	7,499
Consultancy & Associates fees	19,176	105,965	125,141	99,902
	63,519	326,936	390,455	289,379
<i>Indirect employee costs</i>				
Training and welfare	-	-	-	3,978
Travel and subsistence	888	1,196	2,084	4,412
Staff Expenses	4,612	5,635	10,247	578
	5,500	6,831	12,331	8,968
<i>Premises Costs</i>				
Rent & Rates	(1,237)	4,400	3,163	2,860
Event Costs and Venue Hire	3,945	8,456	12,401	4,307
	2,708	12,856	15,564	7,167
<i>General administrative expenses:</i>				
Telephone and Internet	(12)	2,450	2,438	1,820
Admin (Printing/Stationery/Postage)	13	404	417	20
Website	-	-	-	1,580
Membership & Subscriptions	153	2,022	2,175	848
IT & Software Support	3,070	3,006	6,076	9,025
Bad debts	-	306	306	-
Insurance	1,295	-	1,295	1,440
Advertising & Marketing	-	1,693	1,693	17,235
Bank charges	72	-	72	96
Sundry expenses	-	-	-	(148)
	4,591	9,881	14,472	31,916

Plymouth VCSE (POP+)
Schedule to the Statement of Financial Activities
for the year ended 31 March 2023
Status of this schedule to the Statement of Financial Activities

This schedule is an intrinsic part of the accounts required to comply with the 2008 Revision of the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commissioners for England & Wales, issued October 2019.

	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Prior Period Total Funds 2022 Restated
	£	£	£	£
<i>Professional fees in support of charitable activities</i>				
Professional fees	1,073	5,931	7,004	225
Bookkeeping fees	-	-	-	5,868
	1,073	5,931	7,004	6,093
Total costs	77,391	362,435	439,826	343,523
<i>Grantmaking to achieve the objects of the charity</i>				
<i>Grants paid including Gift Aid payments</i>				
Grant disbursements	-	329,269	329,269	185,509
Grant returned to funder	-	5,010	5,010	-
Total Expended on Charitable Activities	77,391	696,714	774,105	529,032
Independent Examiner's Fees	1,632	-	1,632	1,512
Depreciation of fixed assets	681	1,046	1,727	1,607
Total Other costs	2,313	1,046	3,359	3,119

A detailed breakdown of the grants paid can be found in note 11 of these financial statements

Analysis of transfers between funds

Transfer to/(from) unrestricted	3,444	-	3,444	(91,978)
Transfer to/(from) restricted to be analysed further	-	3,918	3,918	888
Transfer to/(from) designated	(3,444)	(3,918)	(7,362)	91,090
	-	-	-	-