



POW! Thanet

Registered Charity number 1174980

Financial statements

For the year ended 30 April 2022

POW! Thanet

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended 30 April 2022

<u>CONTENTS</u>	<u>Page</u>
Chairwomen's report	2- 3
Report of Trustees	4-10
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14-16



Celebrating creativity and championing equality across Thanet

Power of Women (POW) Thanet, annual report
May 1st 2021 to 30th April 2022

Co-Chairs report for the period ending 30th April 2022

The Power of Women Festival 2022 featured our first real life events since the pandemic. While some limitations were still in place and planning needed to allow for sudden changes to regulations, a series of successful live events were held across three Thanet towns to celebrate International Women's Day.

The festival theme was *Reclaim and Reconnect*, with a focus on wellbeing, to allow people to feel a sense of joy and belonging through art after two years of living with Covid restrictions. Building on lessons learnt from the previous year, we incorporated live and digital events. We listened to our visitors' feedback and simplified the programme, holding events in a different town each day to facilitate attendance, and culminating in a Digital day.

The main festival included work by local artists as well as providing a platform for work developed in our year-round projects with local schools, colleges and community groups. POW Youth now has a dedicated social media platform. We will continue our partnerships with education providers and youth groups, and explore further developments including the possible appointment of a young trustee. Our Fringe festival has grown in popularity, this year offering exhibitions, workshops, talks, retreats and live performances, throughout March, across 31 local venues.

This year has also seen us transition from calling ourselves 'POW! Thanet' to 'Power of Women' – we believe that using our full name rather than a shortened version provides greater clarity about the organisation and what we stand for. Alongside the name change, we rebranded our visual identity, using gender neutral colours and a contemporary design. We are very pleased with the new look of our materials and website and feel they reflect us better as an organisation.

As part of our ongoing commitment to inclusivity and diversity in the festival and the organisation, the team and trustees underwent anti-racism training with local organisation Everyday Racism. Alongside this we have developed an equity lens, a series of questions we ask ourselves in the planning stages, which will be applied to all projects and events and shared in our communication in a way that allows partners and audiences to understand our stance and approach to ensuring equity.

Power of Women (POW) Thanet
Trustees' Statement Year Ended 30 April 2022

The 2022 festival was managed by our cooperative of directors: Lindsay Marsden (Executive Director), Amy Redmond (Artistic Director) and Francesca Alphonso (Engagement Director). Reflecting our commitment to professional development for our core team, the directors worked with an Executive coach, and outcomes from their training were shared with the wider team of women who work with us. An external evaluator completed a comprehensive evaluation of this year's festivals, noting strengths and areas for development that will inform our planning. Following an internal review, we plan to expand the staff team to more evenly balance staff workloads and responsibilities.

We are thankful to all the Power of Women staff team, and to the artists, venues, volunteers and community groups who participate in our projects and festivals. Their continued support is a testament to the creativity and generosity of Thanet and beyond. Our thanks are also offered to partner organisations and funders. Their support helps us continue to highlight and challenge the gender bias in the arts sector and celebrate the diversity and value of women in the arts.

Future plans and aspirations include an application for NPO status. This exciting development would allow us to establish a permanent team and build on our work to date. We look forward to continuing work with the Power of Women team, and to welcoming visitors to future events, both live and virtual.

Lucy Edematie



Date 13 September 2022

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

Trustees

Zara McKenzie (Appointed as Vice Chair October 2017 and Co-Chair from June 2020)

Lucy Edematie (Appointed August 2020, Co-Chair from December 2020)

Rowena Tozer (Treasurer, appointed October 2017)

Alaina Crystal (Appointed 30th September 2021)

Bryony Bishop (Appointed August 2020, resigned December 2021)

Lindsay McPherson (Company Secretary)

Reference and Administrative Details

Registered Company Number: CE011481 (England & Wales)

Registered Charity Number: 1174980

Registered Office: First floor, 17 The Parade, Margate, CT9 1EY

Structure, governance and management

Contact details

Address: First floor, 17 The Parade, Margate, CT9 1EY

Name of accountant: Kemps, 42A High Street, Broadstairs, CT10 1JT

Bank: Natwest

Governing Document

POW Thanet's governing document consists of a memorandum and articles of association and is registered as a Charitable Incorporated Organisation. Registration happened on the 4th October 2017. Registered Charity number 1174980.

Risks to which the charity is exposed

- POW Thanet faces issues of sustainability as outlined in the reserves policy.
- Covid-19 presents an ongoing risk, as an events-based organisation, mitigated by the management team's acquired skills in delivering online and covid compliant events during the height of the pandemic.
- The ability to raise funds through trusts and foundation, donations and box office income is likely to be affected for some time due to the changed financial landscape caused by the pandemic and the cost of living crisis.
- Retention of experienced staff is at risk if year round funding cannot be sustained. The strategic plan is to apply for Arts Council England National Portfolio Organisation funding which will deliver three years of funding if successful. Funding would cover the cost of delivering the annual festival, some core costs and allow the stability for the charity to register as an employer.

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

Recruitment and appointment of Trustees

Trustees have been appointed to the Board, with their selection being based upon the skills analysis of the Board, which is updated annually. Trustees are appointed according to guidance given by the Charity Commission, their responsibilities and length of service are governed by the Charities' written constitution.

Organisational Structure

Day to day decision making and responsibility for management of the charity is delegated by the Trustees to Freelance Festival Directors - Lindsay Marsden (Executive Director), Amy Redmond (Artistic Director), Francesco Alphonso (Engagement Director). The Directors delegate artistic and production functions to a range of independent contractors in agreement with the board.

Wider network

This year, Power of Women continued to develop its community outreach with a series of engagement projects, taking place prior to and alongside the festival and working with new and established partner organisations.

The projects were created to connect with people of all ages and backgrounds from the local community. The 2022 festival programme included 13 events resulting from the community engagement work involving workshops, exhibitions and live performances.

In the lead up to the festival, Power of Women engaged with Beyond The Page (United Mothers) and Jodi Watson (Wantsum Arts) to co-create paper lanterns for the procession which preceded the festival's opening ceremony. In acknowledgement of the 45th anniversary of the UK's first 'Reclaim the Night' marches, a central theme of the project was the promotion of women's safety. Jodi led a group of 16 people which represented 11 local community groups in making eco-friendly candle lit lanterns. As a result, attendees took 120 lantern making kits back to their networks to share their learnings. In total, 100 people created 92 lanterns to illuminate the walk from the Nayland Rock shelter to the Turner Contemporary art gallery.

POW Thanet worked with new and existing partners to plan, develop and deliver community based projects with outcomes the main festival, including work with Open School East, Broadstairs College, The Pavilion/Zone Youth group, Pie factory Music, Newington Community Primary School, Ellington Infant School, Ramsgate Arts Primary School, Cliftonville Primary School and Drapers Mill Primary Academy. Planning for the 2022 festival was still impacted by Covid, for example Libraries continued not to be able to offer space for events, and it is hoped that there will be more opportunity to plan more in depth community involvement as the pandemic recedes.

POW sees the work with the local groups as integral to its ongoing success in delivering impactful work to the local community, with consultation and collaboration central to the process. The Community Programmers scheme, a panel of local women who are asked to give feedback and guidance on POW's activities was reinvigorated with new members during this financial year, following a lull during earlier lockdowns, and plans are in place to grow the scheme in order for it to become a cornerstone of POW's understanding of the needs of the local community.

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

Objectives and Activities

Objectives and aims (mission statement)

The promotion of equality and diversity for the public benefit by:-

- (a) promoting and staging an annual arts festival to commemorate International Women's Day;
- (b) cultivating a sentiment in favour of equality and diversity of women and girls
- (c) advancing education and raising general awareness among the public about the issues and challenges facing the lives of women and girls.

Significant Activities

A mixed arts festival of work mainly by women in and around Thanet, Kent, surrounded by a month long Fringe festival showcasing events programmed by the community and a programme of arts-led community activities. The organisation has a strategic aim to develop year-round community engagement and artistic events.

Public Benefit

The Trustees confirm that they have referred to the Charity Act 2006, Section 4 guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Volunteers

POW is fortunate to have a core of committed regular volunteers to support its work, primarily during the festival. The team are enormously grateful for the help offered by volunteers who are passionate about the organisation and its work. Volunteers are offered training and efforts are made where possible to offer volunteering placements to reflect individuals interests.

This year volunteers helped marshal the lantern procession, invigilating our visual arts exhibition, acting as guides through our Greenham Common event at The Powell Cotton Museum and helping set up and take donations at many of our live festival events. We were grateful to have received 150+ hours of volunteer help this year.

Achievement and Performance

Power of Women 2022 was a five day multi arts festival, including online and real life events, surrounded by a month long Fringe festival and extensive community programme across Thanet, which was attended by over 14,000 people.

This year the festival artwork and strapline were updated to more clearly communicate the purpose and mission of the charity; Power of Women, Thanet. Celebrating creativity and championing equality across Thanet.

The festival was delivered by a core team of seven local women working part time, with the addition of three new smaller roles to support the delivery of greater marketing output and the growth of the engagement programme.

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

An independent evaluation of the 2022 Festival was carried out by specialist Lizzie O'Halloran, including an initial summary of the festival;

The Power of Women Festival (previously POW! Thanet) is Thanet's leading annual multidisciplinary arts festival. Now in its seventh year, the festival promotes and explores issues around feminism, women and girls. Centred around the celebration of International Women's Day, this year's festival ran from Friday 4th to Tuesday 8th of March 2022. Drawing together local artists, venues and organisations, the Power of Women Festival showcases a diverse range of inclusive workshops, talks, exhibitions and activities. Based in one of the UK's most deprived districts, the festival sought to uplift and celebrate female creativity in a post-pandemic world.

Marking 45 years since the UK's first the Reclaim the Night marches, the theme for this year was Reclaim and Reconnect, a chance for the people of Thanet to reclaim a sense of calm, safety and happiness whilst reconnecting with their local communities, nature and themselves. Hence, after two years of living in a world overwhelmed by COVID-19, Power of Women wanted to provide a safe and inclusive way for people to reconnect and reclaim through the power of art. Based on the feedback from Community Programmers it was also important that events were both accessible and fun.

The events, many of which were free, were a mix of in-person and online, catering for people of all ages, genders and backgrounds. Due to the success of the online format in 2021, Power of Women also dedicated a full day to online events this year.

Key findings of the report were:

- The rapid growth of Power of Women's overall audience and marketing reach in 2022 was notable.
- Through its Audience Development Targets, Power of Women has actively worked to ensure its programme is enjoyed by a diverse audience.
- Power of Women successfully promoted and celebrated female creativity, with over 300 artists, practitioners and organisers involved in this year's festival programme.
- Partnerships with Power of Women are highly valued by local community organisations, and there is a deep desire to continue building long standing relationships on both sides.
- A focus on inclusion, year-round programming, greater lead time and improved research methodology are recommendations which can only increase the impact of the organisation.
- The small but mighty team should be congratulated on their dedication to bringing this festival to life.

"High quality, globally impressive festival! So proud it's happening here in our towns."

FESTIVAL PARTICIPANT

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

The evaluator went on to report that:

The Power of Women Festival's artistic programme welcomed 10,105 participants and spanned across four days (4th - 6th and 8th March). The line up, which included 38 events at 19 local venues, featured the work of 88 artists and 21 practitioners. Arts events included poetry, dance, photography, yoga and live music. Art exhibitions featured predominantly local female artists along with three Youth Art Trails which took place in Margate, Ramsgate, and Broadstairs.

The digital programme included 16 videos, which were all viewable via YouTube "The High Five, High Vibes" series included six videos of inspiring people talking about their top five wellbeing tips for reclaiming and reconnecting to themselves. Guests in the series included renowned local artists Tracey Emin and Lindsey Mendick.

Additionally, the digital programme included an interview with Dr Rebecca Hall about the history of slavery, racism and resistance as well as a panel talk about intersectional feminism involving leading ladies from Pie Music Factory, Everyday Racism, Margate Pride, and Margate Independent Food Bank. Ruby Rare also spoke with Sandra Hampton (Arts 4 All) about her journey to creating a professional art studio for young people with disabilities.

The Power of Women Fringe Festival provides an opportunity for artists and practitioners to run and fund their own events with Power of Women marketing and branding support. An initiative from 2021, the format successfully increases community involvement and engagement whilst not impacting the capacity of Power of Women's team members. This year, the fringe festival programme involved 4,824 participants and ran from 1st to 31st March 2022. The programme included 39 events which took place across 31 local venues and featured the work of 117 artists and 84 practitioners. Events included a mix of exhibitions, workshops, talks, retreats, and live performances.

Overall, Power of Women performed well and exceeded many of its key audience development targets in 2022 including number of attendees across the entire festival programme. This year, the number of attendees at core festival events grew by an impressive 103%, and fringe events by 38% (an overall increase of 76% since 2021).

Targets which were met and exceeded in other audience segments included the percentage of attendees with disabilities or long term health conditions (19%), were non-white British (34%), or were students (8%) (see Table 3). The target for non-heterosexual people (this captures those who do not identify as heterosexual/straight) was also met and exceeded, however, this was the first time sexual orientation was captured using a survey question (derived from Arts Council England).

Other key audience segments which have made progress since 2021 include those who are under 26 years of age (up from 11% to 16%), who are unemployed (up from 0% to 2%), and

Power of Women (POW) Thanet **Trustees' Statement Year Ended 30 April 2022**

those who do not hold a degree (up from 19% to 21%). Furthermore, as the festival returned to a programme with locally based events, audience targets were also achieved in Margate (36%), Broadstairs (15%) and wider regions of Kent (16%).

Overall, Power of Women was successful in increasing its local audience and growing the majority of its key audience segments. Key audience segments which will require focus in terms of growth for next year include male (11%) and international attendees (0%). The significant increase in the proportion of female attendees (84%) should also be considered due to its negative impact on the other gender-based targets. Power of Women recognises that increasing the number of male-led or male-centred events is an important focus. Having a dedicated streaming platform for international viewers is also a future consideration.

Financial Review

Financial statement

POW! Thanet began the financial year 1st May 2021 – 30th April 2022 with reserves brought forward of £18,545 consisting of unrestricted funds of £17,160 and restricted funds of £1,385.

The Charity has net movement for the year on restricted funds of £7,440 and £10,615 on unrestricted funds. The balance on reserves carried forward at the year end are unrestricted funds £24,600 and restricted funds £12,000.

Unrestricted funds carried forward include the balance of Arts Council England project grant due to complete by May 31st 2022. Restricted funds carried forward relate to income of £7,000 from the Postcode Society Trust and £5,000 from Collier Ferguson which have not been spent out in the year.

Restricted income has been received in the year of £6,815 from Awards for all which has been deferred on the basis that it is for a project with Oasis Domestic abuse planned for the autumn of 2022.

Restricted expenditure of £1,203 incurred during the year has been carried forward as it is attributed to a grant of £1,200 from Broadstairs Town Council, awarded for 2022 festival activity, with the grant income expected to be received in the next financial year.

Reserves policy

POW operates currently as a year by year festival due to the short-term nature of its funding.

The Trustees aim to maintain unrestricted reserves at 10% of operating costs, but will continue to keep this under review.

Power of Women (POW) Thanet
Trustees' Statement Year Ended 30 April 2022

This report was approved by the Trustees on 13 September 2022 and signed on their behalf by

A handwritten signature in black ink, appearing to be 'Lucy Edematie', with a stylized, cursive script.

Lucy Edematie
Trustee

Registered Charity number: 1174980
First floor, 17 The Parade, Margate, CT9 1EY

Independent Examiner's Report

POW! Thanet

For the period ended 30 April 2022

Independent Examiner's report to the trustees of POW! Thanet

I report on the financial statements of the Charity for the POW! Thanet for the period ended 30 April 2022, which are set out on pages 12 – 16.

Respective responsibilities of trustees and examiner

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

This report is made solely to the Charity's Trustees, as a body, in accordance with section 145 of the Charities Act 2011 and regulations made under section 154 of that Act. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Independent examiners statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; and
- the accounts did not accord with the accounting records; and

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.

Signed:

Dated: 15 September 2022



Mr H C Kemp FCA

Kemps Chartered Accountants
42A High Street
Broadstairs
Kent
CT10 1JT

POW! Thanet

STATEMENT OF FINANCIAL ACTIVITY

For the year ended 30 April 2022

				Year ended 30 April 2022	Year ended 30 April 2021
	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME	2				
Grants & Donations		65,960	63,610	129,570	88,110
Advertising Income		1,520	-	1,520	2,150
Income from charitable activities		25,133	-	25,133	8,711
TOTAL INCOME		92,613	63,610	156,223	98,971
EXPENDITURE	3				
Festival and artist costs		35,471	18,912	54,383	32,667
Community Outreach and accessibility		7,843	21,803	29,646	17,358
Organisational Development		6,054	2,300	8,354	6,659
Marketing		10,159	3,109	13,268	8,557
Administrative Expenses		17,818	12,933	30,751	16,672
Governance costs		972	-	972	888
Deprecation		794	-	794	794
TOTAL EXPENDITURE		79,111	59,057	138,168	83,595
NET (EXPENDITURE) / INCOME		13,502	4,553	18,055	15,376
Transfer between funds		(6,062)	6,062	-	-
NET MOVEMENT IN FUNDS		7,440	10,615	18,055	15,376
TOTAL FUNDS BROUGHT FORWARD		17,160	1,385	18,545	3,169
CARRIED FORWARD AT 30 APRIL 2022		24,600	12,000	36,600	18,545

POW! Thanet

BALANCE SHEET as at 30 April 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Fixed Assets:					
Equipment	5	1,589	-	1,589	2,383
		1,589	-	1,589	2,383
Current Assets:					
Debtors	6	-	1,203	1,203	-
Cash at Bank	7	23,983	17,612	41,595	45,968
		23,983	18,815	42,798	45,968
Total Assets		25,572	18,815	44,387	48,351
Creditors:					
Amounts falling due within one year	8	972	6,815	7,787	29,806
Total Assets less Current Liabilities		24,600	12,000	36,600	18,545
Funds of the Charity					
Unrestricted funds	10	24,600	-	24,600	17,160
Restricted funds	11	-	12,000	12,000	1,385
Total funds		24,600	12,000	36,600	18,545

Approved by the trustees on 13 September 2022 and signed on their behalf by:-



Rowena Tozer
Treasurer and Trustee

POW! Thanet

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 April 2022

Accounting policies

1 Preparation of financial statements

The accounts have been prepared in accordance with, the Statement of Recommended Practice: Accounting and Reporting by Charities, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Income

Grants and donations Grants and donations are only included in the SOFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

Depreciation Is provided at the following annual rates in order to write off the assets over its estimated useful life.

Office equipment - 25% straight line

2 Income	Year ended 30 April 2022			Year ended 30 April 2021
	Unrestricted	Restricted	Total	Total
	Funds	Funds	Funds	Funds
	2022	2022	2022	2021
	£	£	£	£
Grants & Donations	65,960	63,610	129,570	88,110
Advertising Income	1,520	-	1,520	2,150
Income from charitable activities	25,133	-	25,133	8,711
	92,613	63,610	156,223	98,971

3 Expenditure	Year ended 30 April 2022			Year ended 30 April 2021
	Unrestricted	Restricted	Total	Total
	Funds	Funds	Funds	Funds
	2022	2022	2022	2021
	£	£	£	£
Festival and artist costs	35,471	18,912	54,383	32,667
Community Outreach and accessibility	7,843	21,803	29,646	17,358
Organisational Development	6,054	2,300	8,354	6,659
Marketing	10,159	3,109	13,268	8,557
Administrative Expenses	17,818	12,933	30,751	16,672
Governance costs	972		972	888
Depreciation	794		794	794
	79,111	59,057	138,168	83,595
Governance costs				
Independent examiners fee	972	-	972	888

4 Trustees remuneration and benefits

There were no trustees' remuneration or other benefits for the period ended 30 April 2022.

POW! Thanet

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 April 2022

5	Fixed Assets				
	Office Equipment			2022	2021
	Cost				
	As at 1 May 2021			3,177	-
	Addition				3,177
	As at 30 April 2022			3,177	3,177
	Depreciation				
	As at 1 May 2021			(794)	-
	Depreciation charge for the year			(794)	(794)
	As at 30 April 2022			(1,588)	(794)
	Net book value				
	As at 30 April 2021			2,383	-
	As at 30 April 2022			1,589	2,383
6	Debtors falling due in less than one year	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Prepayments		1,203	1,203	-
		-	1,203	1,203	-
7	Cash at bank	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Cash	10	-	10	8
	Bank	23,973	17,612	41,585	45,913
	PayPal	-	-	-	47
		23,983	17,612	41,595	45,968
8	Creditors falling due in less than one year	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
		£	£	£	£
	Accruals	972	-	972	888
	Deferred income		6,815	6,815	28,918
		972	6,815	7,787	29,806
9	Deferred income	Brought forward	Income Released	Current year Income Deferred	Carried forward
		£	£	£	£
	Deferred income	29,918	(29,918)	6,815	6,815
		29,918	(29,918)	6,815	6,815

Deferred income relates to grant income received from Awards for All for broken voices. This event is scheduled for later in 2022.

POW! Thanet

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 April 2022

10	Unrestricted funds	Brought forward £	Incoming resources £	Resources expended £	Transfers £	Carried forward £
	Reserves	17,160	92,613	(79,111)	(6,062)	24,600
		17,160	92,613	(79,111)	(6,062)	24,600
11	Restricted funds	Brought forward £	Incoming resources £	Resources expended £	Transfers £	Carried forward £
	Reserves	1,385	63,610	(59,057)	6,062	12,000
		1,385	63,610	(59,057)	6,062	12,000

12 **Statutory information**

POW! Thanet is a Charitable Incorporated Organisation, registered in England and Wales, the charity number is 1174980.