



ANNUAL REPORT 2020-21

Growing Well Limited Trustees' Report and
Financial Statements for
the year ended June 30, 2021

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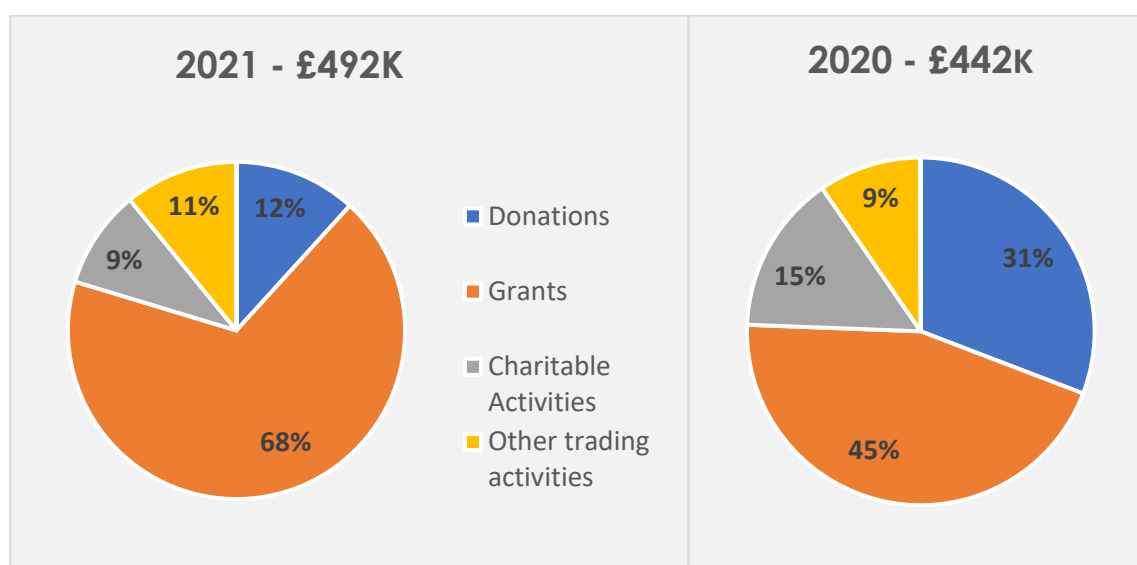
EXECUTIVE SUMMARY

Financials

- ✓ Proven financial resilience
- ✓ Focus on growth, not survival
- ✓ Shift back to trusts and grants funding
- ✓ 11% income growth
- ✓ £115K surplus, building on prior year
- ✓ £60K designated growth fund created

	2021 £K	2020 £K	Change £K
Income	492	442	50
Expenditure	377	349	28
Net Surplus	115	93	22
Reserves	104	121	(17)
Designated funds	90	28	62
Unrestricted Funds	194	149	45
Staff	12	15	(3)
Staff (FTE)	8	9	(1)

Income by channel



Our impact

Our work with volunteers was severely disrupted by the two major Covid-19 lockdowns of March to June 2020 and January to April 2021. We closed to volunteers during these periods while a small team of growers and redeployed staff kept the farm growing.

Volunteer numbers fell when we reopened and in July 2020 we had 40 volunteers on register. At the same time a number of longstanding volunteers 'graduated' to a new unsupported community volunteering day on Friday. National, regional and local lockdowns and guidance levels continued to disrupt referrals and self-referrals throughout the year, but we added a further 9 to the register during the annual period.

Easing of restrictions and the recruitment in April 2021 of a dedicated resource to generate new referrals from NHS and from other Third Sector organisations resulted in strong growth in volunteer numbers in July-August 2021, outside this reporting period.

129 days site open to volunteers between July 2020 and June 2021

900 volunteer attendances to site (average 7 per day)

762 healthy meals served to volunteers, staff and stakeholders

Volunteer voices

"Coming to Growing Well gives me something positive in the week that I can look forward to. It's informative, I'm learning. It's easy to talk to people, there's nice people here."

"I have been a volunteer at Growing Well for nearly three months and it has made such a difference to my life."

"I come home happily tired, more positive and have always learnt something about horticulture."

"Thank you, Growing Well, for helping to put a smile back on my face and giving me hope for the future."

Our future

Cross-cutting aim: service expansion

1. Support as many people as we can to enter the service, thrive whilst here and feel empowered to leave
2. Understand and demonstrate the impact of our work, ensuring that everyone who comes to Growing Well has a goal for their recovery that can be supported through our activities
3. Promote "recovery through activity" with a targeted, community engagement approach
4. Improve efficiencies in our service and maximise opportunities for sustainable, unrestricted income
5. Create and operate governance and infrastructure systems that bring structure, clarity and support to the delivery of our work
6. Create a 3-year development plan for sustainable growth, to include the replication of our service delivery model in other locations

Our supporters

We are grateful to all our individual, business, community supporters, Crop Sharers, and our trust and foundation funders, who have supported us through such a challenging year.

"Growing Well is a very special organisation. It is a safe and nurturing place where people are able to recover from mental health problems in a beautiful and supportive setting. As well as providing much-needed mental health support it also feeds the local community through its expanding and impressive veg box scheme.

"The anonymity provided by volunteering at Growing Well and the lack of stigma are essential to its success. The number of Volunteers (beneficiaries) and the positive way in which they are involved and supported by staff and its Support Volunteers is exemplary.

"Cumbria Community Foundation has been proud to fund and support the organisation over an extended period of time and have watched the trustee and staff team respond to significant changes in funding regimes, maintaining and growing activities despite significant challenges.

"I know Growing Well have extended the reach of their services over time and have been in discussions about potentially extending their operations.

"It is always a pleasure to drop into Growing Well, a cup of tea, bowl of soup or slice of cake are near to hand alongside a warm welcome and listening ear. Growing Well is very much part of the South Cumbria community with a growing profile and sense of ownership. It is hard to imagine a world without Growing Well."

ANDY BEEFORTH OBE, CHIEF EXECUTIVE, CUMBRIA COMMUNITY FOUNDATION, SEPTEMBER 2021

"Never has the need for support with mental health issues been more important and our collaboration and support of Growing Well is a way we can show our thanks to them for providing a service which means so much to those who regain their lives through their programmes."

MARIA WHITEHEAD, HAWKSHEAD RELISH, CORPORATE SUPPORTER

"I am so impressed by Growing Well – particularly the support it offers to its volunteers and the space it provides for engagement with nature, with the local community, and the time it allows for people to reflect and recover whilst being productive and participate in growing, is unparalleled. I have only heard good things from my colleagues who have people referred there, and I am keen to do the same as often as I can (whilst also being jealous that I cannot attend myself!)."

**ADELAIDE BECKWITH, TRAINEE ASSOCIATE PSYCHOLOGICAL PRACTITIONER,
LANCASHIRE & SOUTH CUMBRIA NHS FOUNDATION TRUST**

"I visited Growing Well this year and was welcomed by the loveliest, hardworking and passionate group of people. I wanted to go and experience Growing Well and I got the chance to do this from a whole site visit, some lovely fresh cooked food and even got stuck in with helping prepare some leeks for going out into the fields. Being able to visit and get a real taste of Growing Well has made it possible for me to echo their amazing service and way of working to the community. A wonderful service and wonderful people at Growing Well."

SAVANNAH WOOD, SUPPORT, TIME & RECOVERY WORKER, UNITY DRUG & ALCOHOL RECOVERY, BARROW

"Growing Well is a fantastic local charity for anyone experiencing mental health difficulties. Therapy, being part of a supportive community, fresh air and exercise, learning new skills, good food; the list of benefits for the volunteers are endless. This is green social prescribing in action!"

ANGELA SPEAK, SOCIAL PRESCRIBING LINK WORKER, KENDAL PRIMARY CARE NETWORK

"We love the variety we get each Crop Share, and it's made us try new produce that we love (who knew Jerusalem artichokes were so good!). It's safe to say our expectations have been exceeded!"

"Always good and tasty. Very special to know who grew it and what work went in."

"The Crop Share consistency of quantity and of useful veg/fruit has steadily improved over time. This year has been the best yet."

"We really appreciate the freshness, we might not get exactly what we would have chosen for that week's shop but we eat everything with enjoyment and don't feel the need to swap. We were impressed you managed to keep going all year."

ANNUAL CROP SHARER SURVEY, DECEMBER 2020

"Thomson Hayton Winkley have been pleased to support Growing Well whenever we can as they do such great work in inspiring the confidence and self-worth of those with poor mental health. Taking part in the recent Cross Bay Walk was obviously a highlight of the year and we hope we can help further in the future by getting our hands dirty!"

SUZIE FISHER, THOMSON HAYTON WINKLEY, CORPORATE SUPPORTER"

Major funders (grants of £5,000 or more)

Mary Kinross Charitable Trust
Lloyds Bank Foundation for England Wales
National Lottery Community Fund/DCMS Coronavirus Community Support fund
Cumbria Community Foundation - Covid-19 Response Fund
Cumbria Community Foundation - Westmorland Family Fund
Postcode Neighbourhood Trust
Sir John Fisher Foundation
Frieda Scott Trust
Roselands Trust
The Hadfield Trust
Newby Trust
The Forte Charitable Trust
Northstar Ventures
Cumbria Police and Crime Commissioner COVID-19 Community Recovery Fund
Dowager Countess Eleanor Peel Trust
The Drapers' Charitable Fund
Nineveh Charitable Trust
Henry Oldfield Trust

The following major multi-year funding ended partway through the financial year:

The Tudor Trust
The Henry Smith Charity
Cumbria Community Foundation – Community Fund

Grants - £1,000 to £5,000

D'Oyly Carte Charitable Trust
Open Gate Trust
Fort Foundation
Lupton Tower Trust
Percy Bilton Trust
Eric Wright Charitable Trust
Cumbria Community Foundation - Holehird Trust
Harold and Alice Bridges
Finn Family Fund
The Noble Charitable Trust
The Co-operative Bank Community Directplus

Grants or donations up to £1,000

Groundwork UK Tesco Bags of Help
Kendal Town Council
The William Dean Trust
Cumbria Gardens Trust
Warburtons Community Grants
Kendal Inner Wheel
Proven Family Trust
Rotary Club of Grange
Levens Choir/Kendal Rotary Club
Preston Patrick Society of Friends
Ambleside Rotary Club
Marsh Charitable Trust

Corporate Supporters

We are grateful for the continued support for our work from the management and staff of the following business supporters:

- Thomson Hayton Winkley
- Hawkshead Relish
- John Jordan Ltd
- David Kneale Financial Management
- Virgin Wines
- Low Sizergh Farm

2. Trustees, officers and professional advisers

Reference and administrative details of the charity, its trustees and advisers for the year ended 30 June, 2021

Registered Charity Name:	Growing Well Ltd.
Registered Charity Number:	1182018
Company Registration Number:	11446092
Registered Office:	Growing Well Ltd, Low Sizergh Barn, Sizergh, Kendal, Cumbria LA8 8AE
The Trustees (during the period 2020-2021):	Dr M F Cheesbrough (Chair) Mr S Brock (Vice Chair) Ms F Weir (Treasurer) Mrs S Rostås Ms R M Brine Mr M Jessop (Appointed July 2021) Ms C Thomson (Resigned March 2021)
Company secretary:	Mrs M I Smith
Chief Executive Officer:	Mrs M I Smith
Accountants:	Armstrong Watson Audit Ltd, Fairview House, Victoria Place, Carlisle CA1 1HP
Bankers:	Cooperative Bank PLC, PO Box 200, Delf House, Southway, Skelmersdale WN8 6GH

3 Message from the Chair

I write this sitting in my kitchen, with mildly achy feet, the day after the Growing Well Cross Bay Walk, reflecting on a wonderful day that seems to me to capture one of the key aspects of Growing Well, and one I want to focus on this year.

It is the idea of community, and how powerfully therapeutic being part of a community is for all of us.

Yesterday it was such a joy to see staff, trustees, support volunteers and volunteers, friends, and family, united in a venture which at one level was simply about charity fundraising. At another level it was so much more - being together, enjoying a shared experience and challenge, supporting each other and being part of something bigger than any one of us.

It was a powerful reminder that the community of Growing Well extends beyond those on site and includes everyone who has been involved – past and present. For each of us, when the time comes to move on, the bond is not broken, the attachment continues. We are all part of the Growing Well Community, and the charity we know and love will continue to need and benefit from our different involvement.

This involvement and opportunity to support comes in different shapes and sizes, and this is a chance to say Thank You to all of you who have done so:

Thank you to those involved in charity fundraising events like yesterday's - let's hope there will be many more of them soon!

Thank you to those who set up Just Giving and Facebook birthday fundraisers (you know who you are), to those who have undertaken epic walks and other individual sponsored events (you are amazing), and for all the other ways in which you have contributed.

Thank you also to those who have put your horticultural expertise to good use as voluntary members of the Growing Team on Fridays - the "community volunteer" community. If Growing Well has been a steppingstone to achieving ambitions to re/engagement elsewhere (work, education, volunteering etc.) then fantastic - but we certainly also appreciate your support back on the field when you can!

The same, of course, applies to our wonderful catering volunteers - "staying to lunch" has become "a meal out"! Sarah is now freed up to further develop catering not only as a key volunteer opportunity but also as a commercial venture using up surplus produce - securing a substantial contract with Hawkshead Relishes may be only the beginning!

Of course, the volunteers (beneficiaries) are always the beating heart at the centre of Growing Well and it has not taken another year of pandemic-induced closure to highlight that!

We reopened in April with reduced numbers, fully aware that the need for mental health support has never been more pressing, and sure enough we have seen a significantly increased demand and uptake over the last few months.

Our unique model of "recovery through activity" has a clear place as an option for those struggling with their mental health and we have refined it to make it more effective and to evidence its benefit. Since reopening, we have introduced a simple, user-friendly measure (The Warwick-Edinburgh Mental Wellbeing scale), to detect and support problems early and monitor our effectiveness at helping volunteers get to where they want to be. Understanding what each person

individually wants from attending Growing Well is therefore key and it is the role of Rachel (Eddyshaw) our new volunteer support manager to help volunteers identify this.

We are equally fortunate that Rebecca (Batstone) has joined the team, with an outwards facing role, building community and referrer links, driving recruitment and, in the fulness of time, when volunteers have completed their journey at Growing Well, helping people move on. A warm welcome Rachel and Rebecca.

James, Hazel and Sarah, as activity leads are, as always, there to work with volunteers to develop skills, learn and work towards their goals whilst onsite. I should also mention here our wonderful support volunteers whose role is simply to support the staff and the service, typically in volunteer facing roles. Thank you all.

Keeping the on-site community up and running has been no mean feat during a pandemic - like last year, the commitment and flexibility of staff has been amazing!

Mary has led from the front through unprecedented managerial and operational challenges, turning her hand to whatever needs doing, continuing to drive the service forwards, and always keeping Volunteer needs and welfare at the forefront of all our minds.

Sharon, as well as her usual duties supporting the whole organisation, has managed the substantial and detailed health and safety and operational challenges of opening safely through Covid.

Likewise, Richard, Fiona M and Fiona W have kept the financial ship afloat through stormy seas - whilst some charities have floundered you have more than kept us going: the healthy set of accounts Fiona has been able to return as Treasurer puts us in a strong position for future development.

Under the expert leadership of Paul, the crop share has not only increased in quality, but more bags are being enjoyed by more crop sharers - 100 and counting! While Paul, Simon, Meilyn, Roz and Mark are commercial growers with production and financial accountability they work alongside, share skills, and indubitably contribute to the overall Volunteer experience.

Throughout the year I have been ably supported by my vice-chair, treasurer and fellow trustees. Claire Thomson, stepped down in March after three years' service. As well as her general contribution, Claire's expertise has been invaluable in supporting our training, operations, governance and funding.

Growing Well is so much more than the sum of the parts. It is a whole, a community, with everyone having a part to play. And hopefully it promotes engagement in other communities (educational, voluntary, or work based), that are meaningful, sustaining and fulfilling for the long term.

So now, what does the future hold for Growing Well? The board of trustees first and foremost are charged with ensuring Growing Well survives as a going concern to meet the needs of those who can benefit from our approach. That means that nothing should be done to threaten the existing provision (which is not to say it cannot change or develop to better meet community need and demand).

We are also, however, aware that there are many other communities who want and could benefit from this approach, and we are often asked to replicate the service elsewhere.

This year a feasibility project has been undertaken to assess whether the service might be replicated elsewhere in Cumbria. The feasibility project is complete, but it does not mean that replication at that site will necessarily go ahead. It may do, or it may be that a different site and partner will be more practical and bring greater benefit to a greater number of beneficiaries. The

board will carefully consider the options and make decisions based on our charity objects, aiming to maximise the benefit derived while safeguarding existing provision.

Finally, on a more personal note, I have been reflecting on my time in the Growing Well community. I started as a support volunteer and experienced first-hand the warmth of the Growing Well welcome - although I was almost certainly not James's best pair of horticultural hands!

Fellow volunteers were endlessly kind and supportive in showing me the ropes and quickly made me feel at home. Supporting the life skills groups was a privilege and pleasure and forged new friendships too. Both experiences were good foundations to build on as a trustee and then as chair.

At some time during the next year, I will stand down from being Chair of the Board of Trustees. There is much I want to do with my life, and I need to stop talking and get on with it! I have no definite finishing date in mind but hope and aim for it to be a planned transition to a new chair - that person is yet to be identified. I hope for me too, when the time comes to move on, the bond with Growing Well will not be broken, and the attachment will continue.

Growing Well will always be close to my heart and I hope I will continue in whatever way is helpful to support this very special community.

A handwritten signature in black ink, appearing to read 'Marion Cheesbrough', followed by a horizontal line.

Dr Marion Cheesbrough
Chair of Trustees

4. Our purpose, aims and objectives

OUR PURPOSE

Our charity's purposes, as set out in the company's memorandum and articles of association, are to:-

Relieve the needs of people with disabilities and/or suffering from mental ill health, for public benefit, by providing

- *Supported employment and training*
- *Education and training in horticultural knowledge and related subjects*
- *Support to enable beneficiaries (core volunteers) to manage their mental health and reduce their reliance on health services*

OUR VISION

We want everyone to recognise that meaningful mental and physical activity are vital components of good mental health. We want every individual to feel that they have and can fulfil a purpose in this world.

OUR MISSION

We build people's mental resilience through supported, meaningful activity and training within an inspirational growing enterprise.

OUR GOALS

Recovery through activity

Supported volunteering in an organic growing enterprise to stimulate and sustain better physical and mental health

Social integration

Active participation and inclusion in all areas of our charity

Finding a common language

Where sometimes there just aren't the words, using our activities as a context for discovering, understanding and communicating personal needs and strengths

Empowerment

A volunteer-led journey of informed choice, where individuals set the terms for their own recovery

Gaining new skills

Horticultural, vocational and transferable life skills training (and qualifications) for every beneficiary

Destigmatising mental health

Communicating the universal reach of mental ill health and influencing change through our holistic, community approach

Impact

Making and demonstrating a positive difference in people's lives

Organisational excellence

A culture of clarity, quality, rigour and respect in all of our work

OUR VALUES

Non-judgemental

We realise that mental ill health can touch anyone. We are respectful of every individual, no matter what their circumstances are.

Meaningful

The context of our work is in nature and in enterprise. Our products and our people have purpose and value.

Community-minded

We take a holistic, participatory approach to mental health recovery, recognising that "the whole is greater than the sum of the parts". We work with each other and external networks to support our volunteers' recovery.

Fair

We support [health] equality for all. We set people up to succeed and we support everyone's right to choice, and release from stigma.

OUR STRATEGIC AIMS

- 1) **Sustain an inclusive, participatory growing and catering enterprise as the context for a programme of recovery from mental ill health through activity.**
- 2) **Provide an occupationally focused support service, establishing and evaluating the impact of tangible recovery goals and creating a clear pathway to recovery, and reengagement with the wider community**
- 3) **Deliver horticultural, vocational and life skills training (and qualifications), to improve participants' personal development and work readiness**
- 4) **Use our unique, horticultural context to expand the scope and availability of mental health support in our communities, influencing change and reducing the stigma of mental ill health**
- 5) **Uphold an inspirational organisational culture with the highest standards of governance and regulatory compliance**

We review our aims, objectives and activities each year. This review looks at the success of each key activity and the benefits they have brought to those people taking part. The review helps us ensure we remain focussed on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and are satisfied that the aims and objectives of the Charity and the activities reported on in this annual report to achieve those aims meet all requirements.

5. Our activities, performance and achievements

This section details our activities and achievements during the period to June 2021, with specific reference to the strategic aims and objectives outlined in our previous report

Uphold an inclusive, participatory growing and catering enterprise as the context for a programme of recovery from mental ill health through activity.

- 1) *Equity of service, activities to suit all abilities and full participation of as many volunteers as the site can allow, in the operations of Growing Well*
 - 2) *A healthy and active working environment*
 - 3) *A resilient, varied and inclusive production system that drives sustainable commercial income, standardises our practice and serves the needs of all of our beneficiaries*
 - 4) *Supply chains and customers that complement our practice, our crops and our commercial targets*
-

The Coronavirus pandemic led to a lot of turbulence in terms of Volunteer engagement and throughput, mostly due to two significant site closures (22 Mar – 22 June 2020 and 1 Jan – 26 Apr 2021). Whilst remote Volunteer engagement opportunities were created and upheld during both of these closures (newsletters, social media and phone updates), there was a significant, resultant drop in numbers. The field operations were interrupted considerably by the lack of Volunteer activity on site.

Maintaining the Crop Share sales to our newly bolstered 100 crop sharers was a priority in terms of sustainable income generation. Growing Well was fortunate to receive COVID emergency funding from Cumbria Community Foundation to cover the year one costs of a new Commercial Growing Manager role.

This was taken up in October 2020 by Paul Cambre, who joined the team to focus solely on crop production, commercial income streams and the dovetailing of these aspects with our Volunteer activities. In addition to this appointment, some office and catering staff were redeployed to the field to ensure the reliable delivery of the crop plan, rather than taking furlough.

On 26th April 2021, when the site reopened after the second lockdown closure, there were still 100 loyal Crop Sharers investing in a weekly veg bag but there were just 34 Volunteers on the register.

However, due to an open referral process during the lockdown, there were 50 live referrals ready to be generated and followed up with site visits.

At this time, a new Life Skills and Outreach Co-ordinator post was created to bring more local visibility to our service and proactively seek referrals from new and existing referrers in South Cumbria and North Lancashire, and to develop our programme of Life Skills courses.

The vacant Volunteer Support Manager post was filled to lead the therapeutic side of our service and roll out our newly designed service delivery frameworks: the Goals Based Outcomes framework and the Warwick and Edinburgh Mental Wellbeing Scale.

Both roles involved our core Volunteers and our Support Volunteers at the level of interviewing and feeding back on prospective candidates, bringing a real sense of collective ownership to the

processes. As a result, we are delighted to welcome Rebecca Batstone (Life Skills and Outreach Co-ordinator) and Rachel Eddyshaw (Volunteer Support Manager) to our team.

By year end, 60 new referrals had been processed and a new record engagement rate was logged. Volunteer numbers continue to grow steadily.

With integration at the heart of our holistic activity, support and training approach, the growing team introduced a more open and inclusive crop planning system, to include a monthly field walk with all staff and Volunteers. The standardisation of horticultural practice across commercial, therapeutic and training staff sets the tone for a more streamlined service, where Volunteers, staff and visitors all share a consistent understanding of who we are, what we do and why we do it.

And – despite the pandemic – our catering department worked phenomenally hard to secure a significant new contract with The Hawkshead Relish Company, to create almost 1,500 jars of pickled Growing Well produce.

Provide an occupationally focused support service, establishing and evaluating the impact of tangible recovery goals and creating a clear pathway to recovery, and reengagement with the wider community

- 5) A clear and fluid referral mechanism for as many people suffering from mental ill health to access the service as our site can accommodate
- 6) An initial assessment of whether we are the right service to meet the individual's needs and goals
- 7) A safe, bespoke Volunteer Journey of activity and recovery goals, plus signposting within – and outside of – our service, all recorded in an individual Volunteer Passport
- 8) Structured support to move on from Growing Well within a timeframe of two years, either into other services, unsupported volunteering, further education or work

With an increased number of referrals, both as the result of our site closures but also in response to our targeted outreach to more referrers, we reviewed our referral processes and optimised our website during 2020-21 to make the whole process smoother.

Our Life Skills and Outreach Coordinator became engaged as a regular attendee of our local ICC networks, increasing GP and mental health referrer knowledge of our work and our referrals process.

The appointment of Senior Occupational Therapist, Rachel Eddyshaw, into our Volunteer Support Manager role, breathed confidence into our referral and assessment system, with initial site visits being used to ascertain individuals' physical and mental health needs. The introduction of the Goals Based Outcomes framework allowed each new Volunteer to articulate a personal goal for their recovery, to be monitored and measured at 6 weekly intervals during a 1:1 session.

Using this framework, which allows for a personalised approach, the Volunteer sets the terms (and the language) for their own recovery and reviews progress against their own standards, as opposed to external or universal criteria. At point of entry, being able to establish this goal allows staff to understand quickly whether Growing Well can support the achievement of it. On the rare occasions that a goal is beyond the reach of Growing Well or not an appropriate fit, live and active signposting to other services and agencies will also be offered.

To further the robustness of this process, the introduction of the Warwick and Edinburgh Mental Wellbeing Scale allows the Volunteer Support Manager to see and understand the fluctuating nature of an individual's mental health recovery and "meet them where they are". Activity on the field and in the kitchen can then be tailored to the individual's mental health needs (present and ongoing) and respond to the overarching mental health goal that they have set.

The decision to develop the idea of a paper-based Volunteer Passport and advance to an online database of progress and achievements for each Volunteer at Growing Well was taken in early 2021. This was in recognition of both operational efficiency and information governance factors,

and allows staff and volunteers to log and review all activity that an individual has completed on site, to include everything from attendance right through to skills acquisition, training qualifications gained, life skills and social goals met. At the end of the Volunteer journey, a full "record of achievement" can be created from the database for the individual to take away.

With moving on in mind, the time cap of two years on the service was introduced with the introduction of the Goals Based Outcomes and Warwick and Edinburgh Mental Wellbeing Scale in June 2021. Existing, longer-standing Volunteers were all asked, at this stage, to articulate a present goal and will all be given the same timeframe to work towards it (as if June 2021 is "day dot").

Again, despite pandemic closures and restrictions, live signposting to other unsupported Volunteering and work experience opportunities continues to take place, including supported work experience placements such as the six-week course at Ginger Bakers (a local baker, customer and supporter of Growing Well's work), Kendal College and Heron Corn Mill.

Deliver horticultural, vocational and life skills training (and qualifications), to improve participants' personal development and work readiness

- 9) Accredited, entry level training for every volunteer and a continual record of skills gained; setting everyone up to succeed in our horticultural and catering activities
- 10) Review and improve our Life Skills training programme, ensuring that transferable life skills sessions are available to all volunteers
- 11) Develop and deliver training and consultancy, aligned with our work, for external individuals and groups as a means to extend our reach & strengthen our networks within the community

2020-21 academic year was the final year to attempt a universal completion of City and Guilds entry level training by all of our Volunteers. This aim was hindered by site closures and the resultant drop / fluctuation in numbers. However, during early 2021 it was decided that Growing Well would make a departure from both the funder of these courses (Community Learning and Skills) and City and Guilds. The rationale behind this bold decision was to further our plans to make skills acquisition a fully integrated part of the mental health service and not be bound by timeframes or curriculum content not suited to this purpose.

This move does not mark the end of training and skills acquisition for Growing Well – quite the contrary. This departure now allows the charity to create a bespoke programme of horticultural training for our Volunteers, unique to our mental health context.

In catering, online accredited qualifications in food hygiene are still on offer to Volunteers and have been accessible throughout the pandemic.

The employment of the Life Skills and Outreach Coordinator served two purposes: the priority purpose was to increase the quantity and quality of Volunteer referrals. The secondary purpose was to create and reintroduce a programme of varied life skills activities that would allow Volunteers the opportunity to transfer newly acquired skills from Growing Well to other contexts and situations. The planning work for this programme took place in the latter part of the financial year and will launch in the second quarter of the next financial year (Autumn 2021). The courses will be more accessible, with more drop-in opportunities available, and will also bring in experts from external agencies and organisations, to embed signposting at the heart of our charity, and benefit from specialist support for our Volunteers.

With interest in the Growing Well model not slowing down in spite of the pandemic, our staff were inundated in 2020-21 with enquiries about consultancy, training and visits to site. Any enquiries of this nature are always reviewed against our charitable objectives and strategic priorities. With our therapeutic service being the single greatest priority, Growing Well took the decision to move all visits of this nature to a Friday, which remains a non-therapeutic, community volunteering day on site.

A piece of consultancy of particular strategic interest was funded by the local Clinical Commissioning Group in October 2020 – March 2021 and saw the collaboration of Growing Well and The Well Communities CIC in the creation of a market gardening space at the Green Heart Den in Barrow-in-Furness. Horticultural consultancy was provided by Field Activity Manager James Smith during the period that Growing Well's Sizergh site was shut due to lockdown.

Use our unique, horticultural context to expand the scope and availability of mental health support in our communities, influencing change and reducing the stigma of mental ill health

- 12) Develop a "blueprint" for the replication of our business model so that the Growing Well approach can be established, exist and thrive in other communities
- 13) A proactive outreach programme to prospective referrers, providing credible advocacy of the Growing Well "recovery through activity" approach
- 14) A network of meaningful, local and thematic, strategic partners, supporters and donors, securing enough resource, income and reserves to deliver and safeguard our Mission
- 15) A complete and cohesive approach to all of our internal and external communications and branding, including annual influencing, marketing and PR strategies

In November 2020 our CEO, Mary, was awarded a 9-month grant from the Winston Churchill Memorial Trust COVID-relief fund to address the burgeoning mental health service demand in rural areas through the creation of a blueprint for the replication of Growing Well. This grant funded a fifth day of work for Mary and allowed for the formalisation of interest in business planning for an additional Growing Well site within Cumbria.

The blueprint for a site was put together with guidance from a Social Replication Toolkit created by Spring Impact. A replication working group was formed and in March 2021, a potential replication partner (funder) came forward with the offer to support a replication.

For the remainder of the financial year, a grant from the Cumbria Community Foundation Westmorland Family Fund covered the costs of staff time to complete a detailed feasibility for this specific replication opportunity.

Throughout the whole of the financial year, nothing was more important to Growing Well than ensuring that existing Volunteers were receiving adequate mental health support at all times (including during the times when Growing Well's gates were closed) and prospective Volunteers were aware of Growing Well and had clear routes into the service. Whilst significant improvements were made in our networking and outreach approach as a result of the Life Skills and Outreach Coordinator appointment, no statutory funds followed the referrals created by new and existing GP contacts, social prescribers or mental health teams.

Fundraising was also of high importance in safeguarding the delivery of our mission. A diversified income generation strategy that had been kickstarted as a result of our Crowdfunder campaign in 2019 was suppressed and curtailed by pandemic restrictions. Events were cancelled, corporate sponsorships were compromised due to economic downturn and community fundraising was much harder to promote and achieve. At this time, a relentless, targeted approach to new and existing grants and trust funders was undertaken by our Development team and supported by several trustees.

COVID response and relief funding was successfully obtained and our work paid off, with a satisfying rise in income generation during the financial year. With the future still very uncertain, this was a necessary strategy to underpin both the current operation and any designs to replicate the charity in other geographical areas.

Always planned for this financial year, a major web development project was undertaken, with immediate, remedial work undertaken on the existing site and a fresh new website due to launch in Q2 of the 2021-2 financial year. The focus of the website will serve three key priorities:

- To provide a very clear picture of what Growing Well's service is and facilitate a simple referral process

- To provide a very clear donation mechanism for supporters
- To ensure simple subscription to (and information about) our crop share scheme

The charity's first full and formal strategies for income generation, marketing and communications were developed and will feed into a 3-year development plan for Growing Well, which will launch in 2021-22 financial year.

Uphold an inspirational organisational culture with the highest standards of governance and regulatory compliance

- 16) Establish, promote and uphold our Vision, Mission, Goals and Values at every level of our organisation
- 17) Ensure that our organisation is safe, welcoming, functional and future proof
- 18) Comply with all Charity Commission standards in the production and embedding of our organisational governance framework.

In September 2020, a board and staff "away day" took place to review our Vision, Mission, Goals and Values, and align these with clear operating principles. This set the tone for a new narrative for Growing Well, explaining in clear detail the intended service delivery model and the values upon which it hangs. At the point of reopening our sites to Volunteers, our Support Volunteers, staff and core Volunteers were all inducted in this piece of work and asked to sign an agreement, which underpins some basic expectations around our service being universally:

- Non-judgemental
- Meaningful
- Community minded
- Fair

2020-21 also saw the inauguration of a Governance Working Group for Growing Well, led by the Chair of Trustees. This group met monthly to tackle key policy updates, procedures and processes that would aid the safe and consistent delivery of our work.

Notably, essential Mental Health Training and Safeguarding [internal] training for all staff and support volunteers was rolled out alongside comprehensive, organisation-specific policies.

Our site passed its annual Health and Safety review in August 2020. Our catering facility upholds its 5 star hygiene rating. Improvements to site included the extension of our car park to accommodate the growing number of vehicles attending site. This involved the re-siting of our compost storage up onto the top field. A five-year investment plan for the site will be created as part of our 2021-22 organisational development work.

Additional points of note

In such an unprecedented year of change and upheaval (both internally, at Growing Well, and across the world at large), it is important to note the highly professional approach to pandemic management by our trustees and staff, as well as the huge loyalty and dedication shown by our staff to keep our site running and our crops growing.

We would also like to acknowledge our Volunteer workforce (both those who come here to support the service and those who are supported by the service) for their dedication to getting Growing Well back on track, welcoming new members of the community with open arms and always and working together to support positive change.

Some statutory funding was granted to Growing Well and – whilst small – we are hopeful that the recognition of our work by statutory providers will continue to support the case for our funding in the future, justified by the significant work we do in community mental health.

Credit must go to our phenomenal fundraising team of staff and trustees, who have worked tirelessly (and remotely) to ensure that the gates could reopen and our service could not only continue but thrive.

Replication is now recognised by Growing Well as a "must do", with the statistics all pointing towards a spike in population mental ill health following the first year of the pandemic and reports of statutory mental health services being chronically under-resourced/overburdened.

Initial work has shown that Growing Well can and should exist in other communities for the benefit of those people who are living through agonising mental ill health – often without support.

It is our strategic aim to expand our service in 2021-22 and this includes both maximising our volunteer attendance to Sizergh AND facilitating sites like it in other areas.

6. Future strategic plans

Cross-cutting aim: service expansion

- 1. Support as many people as we can to enter the service, thrive whilst here and feel empowered to leave**
 - a. Ensure the consistent quantity of referrals and improve engagement levels
 - b. Improve the quality of the referrals we receive so that they are more relevant and detailed
 - c. Provide an environment where all volunteers feel safe and valued, and everyone has a part to play
 - d. Develop and implement a clear and supportive exit strategy for all volunteers
- 2. Understand and demonstrate the impact of our work, ensuring everyone who comes to Growing Well has a goal for their recovery that can be supported through our activities**
 - a. Ensure that everyone who comes to Growing Well is able to articulate a goal for their recovery to work towards
 - b. Create a comprehensive and user-friendly data collection system, allowing each volunteer to have a personal record of achievement
 - c. Review all training delivery at Growing Well and align with charity mission and vision
 - d. Redevelop and establish life skills training programme, to include structured signposting and volunteer development opportunities
- 3. Promote “recovery through activity” with a targeted, community engagement approach**
 - a. Create a full, annual marketing and communications strategy
 - b. Deliver a continual programme of outreach to ensure maximum local stakeholder involvement and understanding of our mission
 - c. Expand and improve our Support Volunteer opportunities
- 4. Improve efficiencies in our service and maximise opportunities for sustainable, unrestricted income**
 - a. Diversify our funding streams to spread risk and explore new avenues of unrestricted income
 - b. Maximise field and catering output and sales opportunities
 - c. Understand/align the presentation of our accounts with our new, integrated service delivery model
 - d. Review all costs, including staffing structure, to ensure maximum efficiency and output in line with core challenges / strategic aims
- 5. Create and operate governance and infrastructure systems that bring structure, clarity and support to the delivery of our work**
 - a. Complete policy overhaul and staff training programme
 - b. Board overhaul
 - c. Infrastructure planning and investment in our Sizergh site
 - d. Review Articles of Association, charitable objects and Growing Well membership
 - e. Review Growing Well Intellectual Property and renew the Trademarking
- 6. Create a 3-year development plan for sustainable growth, to include the replication of our service delivery model in other locations**
 - a. Create a 3 year financial plan, accounting for ambitious growth
 - b. Create a 3 year recruitment plan, accounting for ambitious growth
 - c. Create a blueprint for replication and partnerships

7. Structure, governance and management

a) Constitution

Growing Well Limited is registered as a charitable company limited by guarantee and is governed by its Memorandum and Articles of Association

b) Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of Articles

Our trustee numbers are currently quite low. Thanks to the generous support of one of our funders, we have been able to enlist Trustee Works to assist with a skills gap analysis and formal recruitment process in 2021.

c) Organisational structure and decision making procedures

The Board of Trustees meets monthly but delegates the daily running to the Chief Executive Officer.

During COVID lockdowns, The Trustees continued to engage through virtual and appropriately socially distanced meetings. The new methods have probably enabled more agility / flexibility in decision making and the ability to offer support.

A number of working groups, involving trustees and staff, exist to aid discussion and problem solving in different aspects of the charity's operations, and these continued to operate throughout the pandemic. These groups report back to the main board with any recommendations.

d) Risk Management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity. This is done through a live risk register, which is reviewed and updated at each board working group, the Governance Working Group and the Full Board meetings. The board is satisfied the systems and procedures are in place to mitigate exposure to the major risks.

The Trustee board is sensitive to potential risks to which the Charity may be exposed. The principal risks currently identified are:-

- Income from grants and trusts reducing due to competition before and during the COVID-19 pandemic, and due to a number of funds closing down (due to the pandemic)
- Succession of key roles
- Replication project putting core charity site/finances in danger
- GDPR breach
- Winter lockdown / site closure due to COVID

8. Financial review

Results for the year

The charity's total income for the year was £491,887 (2020: £442,295). The growth of 11% was very much driven by Trust and Grants funding which dominated our income during the period, rising to £334,114 (2020: £198,097). Whilst a proportion (21%) of this figure came from successful applications to local and national Covid response funds, by far the larger amount came from applications focused on the core of what we do, as well as our solid development plans.

Following the previous year in which we had worked hard to broaden our income streams and reduce over reliance on grant funding, this shift might be considered a backward step. However, given the exceptional circumstances, which curtailed many other fundraising initiatives, the willingness of trusts and foundations, old and new, to continue actively supporting our charity was a hugely positive result. In fact we received £53K of unexpected and unsolicited grants in the final quarter from two previous funders who were winding up and chose to distribute funds to us. This is a great testament to both our reputation, and the strong relationships we build.

An equally pleasing performance was the growth in sales of produce. Despite lockdowns and restrictions on the number of people able to work on the field, we managed to grow and sustain the number of Crop Shares at 100, delivering an increased value of £19.5K (75%) on the previous year. This was achieved through the hard work and dedication of staff, some of whom were redeployed from their normal roles to work on the field.

Whilst fundraising income was down on expectations, there were very welcome donations from individual, community, and corporate supporters. We hope these will become valuable longstanding relationships.

Training income was down as course delivery had to be postponed and we were able to make a small claim on the Government's job retention scheme for staff placed on temporary furlough.

Total Expenditure increased by £27.5K (7.9%) to £376,845 (2020: £349,288)

There were limited opportunities to reduce costs despite the restricted on-site service delivery. With activities on the field continuing unabated, most costs continued as normal with the exception of some direct volunteer costs.

We ploughed on with plans for service development and recruited a new Commercial Growing Manager to help build a more sustainable future by growing commercial income from our produce.

We also invested in our website and our data management systems

The Net Result was a Surplus of £115,042 (2020: £93,007). After such a turbulent year, it is incredibly reassuring to see Growing Well emerge in a stable financial position.

Reserves Policy

The Charity had an unwritten policy whereby the Unrestricted General Funds (not restricted, designated or invested in tangible fixed assets) held as Reserves should be between 3 and 6 months of expenditure. Post year end we reconsidered our approach and adopted a methodology based on a risk-based assessment of each income stream

Based on the analysis performed, and the current risks identified, we established a target reserves level of £115K, with a tolerance of £30K either way

At this level, the Charity would be able to continue its current activities in the event of a further significant drop in income.

To put this into context, £115K equates to c.3 months of our annual operating spend.

At the year end, Unrestricted General funds (Reserves) stand at £104,382 and comfortably within the target range.

Our Reserves Policy will be reviewed on an annual basis as part of the planning and budgeting process.

Going Concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future.

Responsibilities of the Trustees

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. 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.

Approved by order of the members of the board of Trustees on October 1, 2021, and signed on their behalf by



Dr M F Cheesbrough

9. Independent Examiner's Report

Independent Examiner's Report to the Trustees of Growing Well Limited ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 June 2021.

Responsibilities and Basis of Report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Charity'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 Association of Chartered Certified Accountants, which is one of the listed bodies.

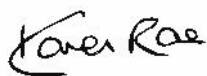
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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.

Signed:



Dated: October 1, 2021

Karen Rae FCCA
Armstrong Watson Audit Limited, Carlisle

9. Statement of financial activities

Statement of financial activities (incorporating income and expenditure account)
for the year ended 30 June 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Fixed asset fund 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and grants	3	159,114	199,111	33,684	391,909	334,400
Charitable activities	4	46,373	-	-	46,373	65,404
Other trading activities	5	53,577	-	-	53,577	42,180
Investments	6	28	-	-	28	311
Total income		259,092	199,111	33,684	491,887	442,295
Expenditure on:						
Raising funds	7	51,589	2,346	-	53,935	44,629
Charitable activities	8	155,124	140,954	26,832	322,910	304,659
Total expenditure		206,713	143,300	26,832	376,845	349,288
Net income/(expenditure)		52,379	55,811	6,852	115,042	93,007
Transfers between funds	16	(6,912)	-	6,912	-	-
Net movement in funds		45,467	55,811	13,764	115,042	93,007
Reconciliation of funds:						
Total funds brought forward		148,915	24,112	83,630	256,657	163,650
Net movement in funds		45,467	55,811	13,764	115,042	93,007
Total funds carried forward		194,382	79,923	97,394	371,699	256,657

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 29 to 47 form part of these financial statements.

10. Balance sheet

Balance sheet as at 30 June, 2021

		2021 £	2020 £
Fixed assets			
Tangible assets	12	70,894	78,393
		<u>70,894</u>	<u>78,393</u>
Current assets			
Debtors	13	4,827	16,632
Cash at bank and in hand		324,499	186,971
		<u>329,326</u>	<u>203,603</u>
Creditors: amounts falling due within one year	14	(28,521)	(25,339)
		<u>300,805</u>	<u>178,264</u>
Net current assets		<u>300,805</u>	<u>178,264</u>
Total assets less current liabilities		<u>371,699</u>	<u>256,657</u>
Net assets excluding pension asset		<u>371,699</u>	<u>256,657</u>
Total net assets		371,699	256,657
Charity funds			
Restricted funds:			
Restricted funds	16	79,923	24,112
Fixed asset fund	16	97,394	83,630
Total restricted funds	16	<u>177,317</u>	<u>107,742</u>
Unrestricted funds	16	194,382	148,915
Total funds		371,699	256,657

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Dr M F Cheesbrough
Chair of Trustees

Date: October 1, 2021

The notes on pages 29 to 47 form part of these financial statements.

11. Notes to the financial statements

Notes to the financial statements for the year ended 30 June 2021

1 General information

Growing Well Limited is a charitable company, limited by guarantee, incorporated in England and Wales under the Companies Act 2006. The address of the registered office is Low Sizergh Farm, Sizergh, Kendal, Cumbria, LA8 8AE.

2 Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Growing Well Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess annually whether the use of the going concern basis of accounts preparation is appropriate - and consider any material uncertainties that exist relating to events and conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The Trustees have made this assessment and considered the impact of COVID-19, as described in the Trustees Report, on a period of at least one year from approval of these financial statements. The Trustees conclude that the charity has adequate resources to continue in operational existence for the foreseeable future and therefore continue to adopt the going concern basis of accounting.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one

activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using both the straight line and the reducing balance method.

Depreciation is provided on the following bases:

Short term leasehold property	- Straight line over the lease term
Plant and machinery	- 5 years straight line or 25% reducing balance
Motor vehicles	- 25% reducing balance
Fixtures and fittings	- 3 years straight line
Office equipment	- 3 years straight line

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs 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.

Investment income, gains and losses are allocated to the appropriate fund.

3 Income from donations and grants

	Unrestricted funds 2021 £	Restricted funds 2021 £	Fixed asset fund 2021 £	Total funds 2021 £	Total funds 2020 £
Donations and legacies	57,755	-	-	57,755	136,303
Grants	101,359	199,111	33,684	334,154	198,097
Total 2021	159,114	199,111	33,684	391,909	334,400
<i>Total 2020</i>	<i>204,513</i>	<i>100,086</i>	<i>29,801</i>	<i>334,400</i>	

Analysis of grant income

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Growing	-	68,796	68,796	42,286
Volunteer Support	-	57,216	57,216	36,800
Catering	-	19,809	19,809	20,000
Training	-	6,500	6,500	1,000
Business Development	-	13,600	13,600	-
Coronavirus Job Retention Scheme	5,595	-	5,595	5,692
Other Grant Income	95,764	33,000	128,764	66,965
Capital Funding	-	33,684	33,684	25,354
Total 2021	101,359	232,605	333,964	198,097
<i>Total 2020</i>	<i>72,657</i>	<i>125,440</i>	<i>198,097</i>	

4 Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Training	22,198	22,198	60,018
Adult Social Care	-	-	5,386
Morecambe Bay CCG	24,175	24,175	-
Total 2021	46,373	46,373	65,404
<i>Total 2020</i>	65,404	65,404	

5 Income from other trading activities
Income from non-charitable trading activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Catering and other income	2,910	2,910	5,678
Growing Retail - Cropshare	45,180	45,180	25,676
Growing Retail - Other	401	401	1,623
Growing Wholesale	4,532	4,532	9,203
Profit on sale of fixed assets	554	554	-
Total 2021	53,577	53,577	42,180
<i>Total 2020</i>	42,180	42,180	

6 Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Investment income	28	28	311
Total 2020	311	311	

7 Expenditure on raising funds Fundraising trading expenses

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Consultancy costs	-	-	-	12,750
Event costs	1,234	-	1,234	981
Other fundraising costs	634	-	634	1,212
Wages and salaries	49,721	2,346	52,067	29,686
Total 2021	51,589	2,346	53,935	44,629
Total 2020	44,629	-	44,629	

8 Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable operations	155,124	167,786	322,910	304,659
Total 2020	188,339	116,320	304,659	

8 Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable operations	209,861	26,832	86,217	322,910	304,659
<i>Total 2020</i>	<i>195,732</i>	<i>24,431</i>	<i>84,496</i>	<i>304,659</i>	

9 Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Charitable operations	264,976	57,934	322,910	304,659
<i>Total 2020</i>	<i>253,841</i>	<i>50,818</i>	<i>304,659</i>	

9 Analysis of expenditure by activities (continued)**Analysis of direct costs**

	Charitable operations 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	158,161	158,161	156,665
Depreciation	26,832	26,832	24,431
Growing costs	19,059	19,059	12,518
Volunteer support	8,090	8,090	14,230
Catering	3,273	3,273	2,515
Training and Education	2,925	2,925	4,926
Site costs	12,191	12,191	13,832
General support costs	23,669	23,669	19,707
PR and Marketing	5,609	5,609	1,086
Governance	5,167	5,167	3,931
Total 2021	264,976	264,976	253,841
<i>Total 2020</i>	<i>253,841</i>	<i>253,841</i>	

Analysis of support costs

	Charitable operations 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	51,700	51,700	39,067
Management and admin costs	82	82	10,991
Professional fees	6,110	6,110	313
Bank and finance charges	42	42	447
Total 2021	57,934	57,934	50,818
<i>Total 2020</i>	<i>50,818</i>	<i>50,818</i>	

10. Staff costs

	2021 £	2020 £
Wages and salaries	231,595	203,388
Social security costs	18,881	12,463
Contribution to defined contribution pension schemes	11,452	9,568
Total 2021	261,928	225,419

The average number of persons employed by the Charity during the year was as follows:

	2021 No.	2020 No.
Staff	12	15

No employee received remuneration amounting to more than £60,000 in either year.

During the year remuneration paid to key management personnel amounted to £39.7k (2020: £26.4k).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 £NIL).

During the year ended 30 June 2021, no Trustee expenses have been incurred (2020 £NIL).

12. Tangible fixed assets

	Short-term leasehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equip- ment £	Total £
Cost or valuation						
At 1 July 2020	77,388	275,298	16,000	32,935	28,518	430,139
Additions	6,772	9,899	-	1,923	2,585	21,179
Disposals	-	(14,307)	(1,000)	-	-	(15,307)
At 30 June 2021	84,160	270,890	15,000	34,858	31,103	436,011
Depreciation						
At 1 July 2020	70,302	218,709	4,512	31,040	27,183	351,746
Charge for the year	2,638	18,933	2,813	1,515	933	26,832
On disposals	-	(12,698)	(763)	-	-	(13,461)
At 30 June 2021	72,940	224,944	6,562	32,555	28,116	365,117
Net book value						
At 30 June 2021	11,220	45,946	8,438	2,303	2,987	70,894
At 30 June 2020	7,086	56,589	11,488	1,895	1,335	78,393

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	1,848	13,709
Prepayments and accrued income	2,979	2,923
Total 2021	4,827	16,632

14. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	7,404	876
Other taxation and social security	9,056	8,301
Other creditors	1,582	670
Accruals and deferred income	10,479	15,492
Total 2021	28,521	25,339

15. Financial instruments

	2021	2020
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	324,499	186,971

Financial assets measured at fair value through income and expenditure comprise cash at bank.

16. Statement of funds

	Balance at 1 July 2020	Income	Expenditure	Transfers in/out	Balance at 30 June 2021
	£	£	£	£	£
UNRESTRICTED FUNDS					
Designated funds					
Training costs	28,339	-	-	(28,339)	-
Replication Project	-	-	-	65,000	65,000
Low Sizergh site dilapidations	-	-	-	25,000	25,000
	28,339	-	-	61,661	90,000
General funds					
General Funds - all funds	120,576	259,092	(206,713)	(68,573)	104,382
Total Unrestricted Funds	148,915	259,092	(206,713)	(6,912)	194,382
RESTRICTED FUNDS					
National Lottery Coronavirus Support Fund	-	31,615	(31,615)	-	-
The Henry Smith Charity	7,631	-	(7,631)	-	-
Frieda Scott Charitable Trust	-	13,316	-	-	13,316
Nineveh Charitable Trust	-	5,000	-	-	5,000
Henry Oldfield Trust	-	5,000	-	-	5,000
CCF Westmorland Family Fund	1,693	7,600	(3,893)	-	5,400
Sir John Fisher Foundation	2,119	30,000	(15,186)	-	16,933
Newby Trust	-	6,500	-	-	6,500
Lloyds Bank Foundation	-	33,000	(33,000)	-	-
Cumbria Community Foundation (CCF)	352	-	(352)	-	-
CCF COVID-19 Response Fund	7,000	25,284	(22,891)	-	9,393
Co-op Local Community Fund	1,818	2,087	(3,905)	-	-
The D'Oyly Carte Charitable Trust	-	4,000	(4,000)	-	-
Cumbria PCC COVID-19 Fund	-	3,500	(3,500)	-	-
Access - Enterprise Development Fund	-	6,000	(1,750)	-	4,250
Postcode Neighbourhood Trust	-	19,809	(12,642)	-	7,167
Lake District Foundation	2,500	-	-	-	2,500
Combined Funds <£2k	999	6,400	(2,935)	-	4,464
	24,112	199,111	(143,300)	-	79,923
Restricted fixed assets					
Fixed Asset Fund	78,393	-	(26,832)	19,333	70,894
Harold & Alice Bridges Charity	-	1,500	-	-	1,500
Hadfield Trust	5,237	-	-	(5,237)	-
Anonymous	-	20,000	-	-	20,000
CCF COVID-19 Response Fund	-	7,184	-	(7,184)	-
The Dowager Countess Eleanor Peel Trust	-	5,000	-	-	5,000
	83,630	33,684	(26,832)	6,912	97,394
Total Restricted Funds	107,742	232,795	(170,132)	6,912	177,317
TOTAL OF FUNDS	256,657	491,887	(376,845)	-	371,699

16 Statement of funds (continued)

Designated Funds

Replication Project – fund created to cover a proportion of senior management time as replication options are investigated.

Low Sizergh Site Dilapidations - to cover anticipated investment needed to the temporary structures on the existing site.

Restricted Funds

National Lottery Community Fund/Department for Culture, Media and Sport - Coronavirus Community Support fund - funding to help 'Keep on Growing'; maintaining farm operations during the COVID lockdown restrictions.

The Henry Smith Charity – A three-year award concluding September 2020, funding an Occupational Therapist and associated costs.

Frieda Scott Charitable Trust, The Nineveh Trust and Henry Oldfield Trust – funding towards running costs of the Recovery Through Activity programme.

Cumbria Community Foundation Westmorland Family Community Fund - brought forward funding towards running costs of the Recovery Through Activity programme and a new grant for a feasibility study looking at potential site replication.

Sir John Fisher Foundation - delivery of the Furness day of the Recovery Through Activity programme.

Newby Trust - costs associated with the Life Skills training programme.

Cumbria Community Foundation – A three-year award concluding August 2020, to fund horticultural operating costs, including seeds, growing media and volunteer safety boots.

Cumbria Community Foundation COVID-19 Response fund - funding towards new Commercial Grower.

Co-op Local Community Fund – funding horticultural seeds and compost.

The D'Oyly Carte Charitable Trust – funding horticultural costs.

Cumbria Police and Crime Commissioner COVID-19 Community Recovery Fund - contribution towards Growing Manager's salary costs.

Access – The Foundation for Social Investment, Enterprise Development fund - feasibility study for potential new trading opportunities.

Postcode Neighbourhood Trust - funding for Catering Manager's salary.

Lake District Foundation Small Grants fund – funding to run farm visits for young people.

Restricted Fixed Asset Funds

The Harold and Alice Bridges Charity - to purchase horticultural equipment.

The Hadfield Trust - contribution towards the cost of replacement on-site offices and storage accommodation.

Anonymous/The Dowager Countess Eleanor Peel Trust - contribution towards new horticultural building.

Cumbria Community Foundation COVID-19 Response fund - for costs of repurposing a polytunnel to provide more essential safe, socially distanced indoor space for breaks and training sessions.

16 Statement of funds (continued)

Transfers between funds

During the year there was also a transfer from unrestricted to restricted Fixed Asset Fund representing the element of capital expenditure not funded by grants and met from reserves. The Fixed Asset Fund continues to reflect the Net Book Value of all assets held by the Charity, as agreed by the Trustees.

During the year the Trustees agreed to newly designated funds totalling £90K. £65K is set aside to partly fund the senior management team, directly or through backfill of operational duties, as they actively pursue and develop plans for site replication. A further £25K has been designated to cover much needed infrastructure investment at our existing Sizergh site. Offsetting these designations is the release of a £28K training fund set up last year amidst uncertainty around funding and course commitments, and happily not required.

16. Statement of funds continued

Statement of funds – prior year

	Balance at 1 July 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2020 £
UNRESTRICTED FUNDS					
Designated funds					
Training costs	-	28,339	-	-	28,339
General funds					
General Funds - all funds	72,783	284,069	(232,968)	(3,308)	120,576
Total Unrestricted Funds	72,783	312,408	(232,968)	(3,308)	148,915
RESTRICTED FUNDS					
Tudor Trust	9,118	20,000	(20,855)	(8,263)	-
The Henry Smith Charity	7,280	26,800	(26,449)	-	7,631
Frieda Scott Charitable Trust	-	15,000	(15,000)	-	-
Nineveh Charitable Trust	-	-	-	-	-
Cumbria Community Foundation (CCF)	-	5,000	(4,648)	-	352
Sir John Fisher Foundation	5,624	-	(3,505)	-	2,119
Co-op Local Community Fund	2,099	1,786	(2,067)	-	1,818
Westmorland Family Community Fund & Rowan Fund	-	15,000	(13,307)	-	1,693
The D'Oyly Carte Charitable Trust	-	3,000	(3,000)	-	-
CCF COVID-19 Response Fund	-	9,000	(2,000)	-	7,000
Lake District Foundation	-	2,500	-	-	2,500
Combined Funds <£2k	57	2,000	(1,058)	-	999
	24,178	100,086	(91,889)	(8,263)	24,112
Restricted fixed assets					
Fixed Asset Fund	45,472	-	(24,431)	57,352	78,393
Sir John Fisher Foundation	15,000	-	-	(15,000)	-
Roselands Trust	-	7,000	-	(7,000)	-
Anonymous	-	9,534	-	(9,534)	-
Harold and Alice Bridges Charity	-	2,000	-	(2,000)	-
Hadfield Trust	-	6,820	-	(1,583)	5,237
Story Contracting	-	4,447	-	(4,447)	-
Combined Funds <£2k	6,217	-	-	(6,217)	-
	66,689	29,801	(24,431)	11,571	83,630
Total Restricted Funds	90,867	129,887	(116,320)	3,308	107,742
TOTAL OF FUNDS	163,650	442,295	(349,288)	-	256,657

17. Summary of funds

Summary of funds – current year

	Balance at 1 July 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2021 £
Designated funds	28,339	-	-	61,661	90,000
General Funds	120,576	259,092	(206,713)	(68,573)	104,382
Restricted Funds	24,112	199,111	(143,300)	-	79,923
Restricted Fixed Assets	83,630	33,684	(26,832)	6,912	97,394
TOTAL OF FUNDS	256,657	491,887	(376,845)	-	371,699

Summary of funds – prior year

	Balance at 1 July 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2020 £
Designated funds	-	28,339	-	-	28,339
General Funds	72,783	284,069	(232,968)	(3,308)	120,576
Restricted Funds	24,178	100,086	(91,889)	(8,263)	24,112
Restricted Fixed Assets	66,689	29,801	(24,431)	11,571	83,630
TOTAL OF FUNDS	163,650	442,295	(349,288)	-	256,657

17. Summary of funds (continued)

PRIOR YEAR

Restricted Funds

The Tudor Trust – A three year award running until September 2020, funding the salary and associated operating costs of our catering activity, offering extended opportunities for volunteers.

Henry Smith Charity – A three year award running until September 2020, funding an Occupational Therapist and associated costs.

Frieda Scott Charitable Trust – A single year award contributing to Growing Manager staff costs.

Cumbria Community Foundation – A three year award concluding August 2020, to fund horticultural operating costs, including seeds, growing media and volunteer safety boots.

Sir John Fisher Foundation – Annual award covering the running costs of a minibus to bring volunteers to and from site.

Co-op Community Fund – Funding horticultural seeds and compost

Westmorland Family Community Fund and Rowan Fund – Funding the Recovery Through Activity project – a combination of staff and volunteer activity costs

The D'Oyly Carte Charitable Trust – Funding Growing Manager staff costs

Cumbria Community Foundation COVID 19 Emergency Response Fund – Contribution funding towards new Commercial Grower role plus additional IT equipment

Lake District Foundation – Funding to run farm visits for young people

Nineveh Charitable Trust – A contribution towards our Growing Manager salary costs

Restricted Fixed Asset Funds

Sir John Fisher Foundation – purchase of a replacement minibus

Roselands Trust – Contribution towards the cost of replacement on site offices and storage accommodation

Anon – Contribution towards the cost of replacement on site offices and storage accommodation

The Harold and Alice Bridges Charity – Contribution towards the cost of replacement on site offices and storage accommodation

The Hadfield Trust – Contribution towards the cost of replacement on site offices and storage accommodation

Story Contracting – Donation in kind covering labour and equipment hire for resurfacing the carpark and access track.

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed assets 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	70,894	70,894
Current assets	222,903	79,923	26,500	329,326
Creditors due within one year	(28,521)	-	-	(28,521)
Total	194,382	79,923	97,394	371,699

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed assets 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	78,393	78,393
Current assets	174,254	24,112	5,237	203,603
Creditors due within one year	(25,339)	-	-	(25,339)
Total	148,915	24,112	83,630	256,657

19. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £11,452 (2020 £9,568). At the year end date £1,572 (2020 £637) was payable to the fund and is included in creditors.

20. Operating lease commitments

At 30 June 2021 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	7,320	7,320
Later than 1 year and not later than 5 years	17,690	25,010
	25,010	32,330

At the year end date the balance outstanding on leases related to the charity's land lease which has been agreed for a period of 5 years to 30 November 2024.