



Annual Report 2021-22

Growing Well Limited Trustees' Report
and Financial Statements for
the year ended June 30, 2022

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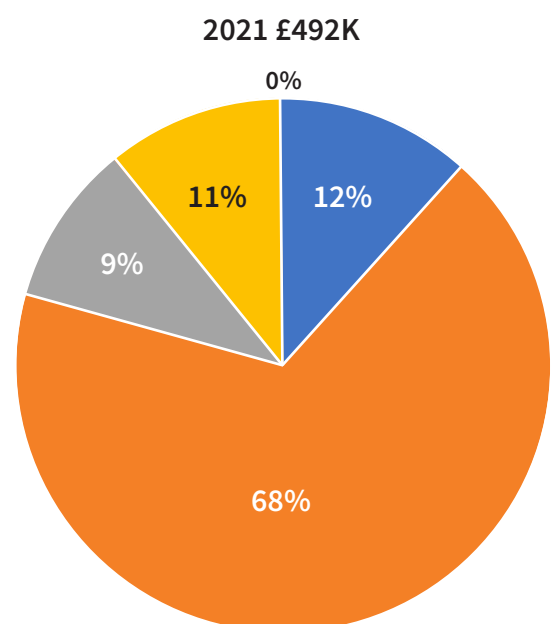
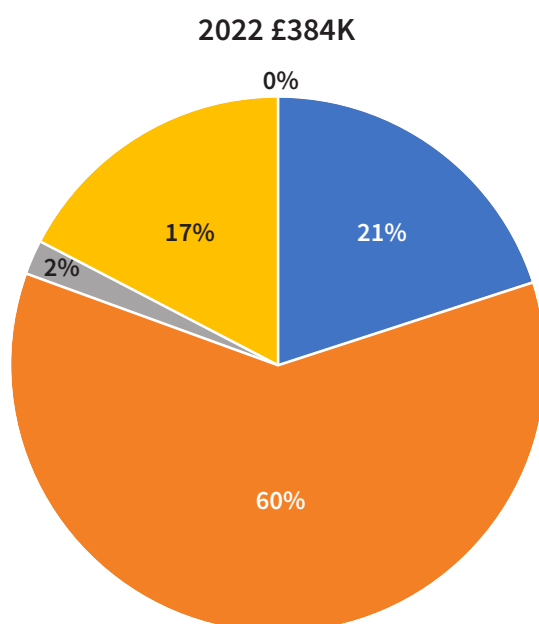
1 Executive Summary

Financials

- Anticipated swing in bottom line performance
- Income fell back after prior year exceptional Covid support
- Expenditure increased in line with growth plans
- Designated growth fund utilised as intended
- Reserves increased to £132K

	2022 £ K	2021 £ K	Change £ K
Income	384	492	-108
Expenditure	460	377	83
Net Surplus/(Deficit)	-76	115	-191
Reserves	132	104	28
Designated Funds	25	90	-65
Unrestricted Funds	157	194	-37
Staff	13	12	1
Staff (FTE)	9.5	8	1.5

Income Stream Analysis



KEY ■ Donations ■ Grants ■ Charitable Activities ■ Other Trading Activities ■ Investments



Our Impact

At the start of July 2021 we had 47 Volunteers on the register and added a further 42 during the annual period (numbers based on people who have engaged for 6 weeks or more)
Average Volunteer attendance across the year: 65%.

2021-22 Annual Volunteer Survey

- 96%** told us coming to Growing Well had a **positive effect on their mental health**
- 97%** said we helped them to **be more physically active**
- 89%** said we helped them **feel a sense of achievement**
- 96%** said we helped them **learn new vocational and life skills**

Quotes from our Volunteers:

"Being social on the site helps to counter any negative feelings and helps improve my mental health"

"I enjoy interacting with others – practicing my conversation skills and working on my self-confidence"

"It gives me a sense of purpose and interaction with nature, food and people"

"It feels like a first step to becoming happier and more 'normal' "

"Growing Well acts as an anchor in my week. It recharges my mental batteries so that I can cope better with the rest of the week"

"It has made me feel more confident and helped give me routine again."

"Growing Well has acted as a pivotal stepping stone in helping me reach my goals."

"It's good to know there's a process in place that tracks things so that conversations can be had if there is a period of struggle"

"Growing Well has given me purpose in my life, friends and helped me feel better about myself."

"I have been able to apply things I have learnt and experienced here in my home life and make use of the available resources here to better my everyday living"

"I feel as though I am constantly learning new skills and pushing myself to learn more"

195 days

site open to volunteers

(2021: 129)

1,671

volunteer
attendances to site

(2021: 900)

1,620

healthy meals
served to volunteers

(2021: 762)



Our Future

At the beginning of the year we framed our successful replication bid to the National Lottery Community Fund as a mission to respond to Covid by reaching more communities with our successful model, under a strategy of 'Grow Back, Grow Better, Grow Bigger'.

Grow Back was to get through Covid, re-open fully and build back our beneficiary numbers;

Grow Better means Covid forced us to examine our ways of working to be better placed to help more people. We have streamlined our service delivery and now have a very integrated model, with a focussed, goals-based approach that is no longer open-ended. We've invested in an outcomes framework and database to actively manage and monitor our beneficiaries' progress.

Grow Bigger means we want to help more people at our current and future sites by adding shorter-term cohort programmes to run alongside our core service AND commence a replication process to open new sites in Cumbria where there is a great unmet need – both rural and urban.

In July 2022 we signed contracts with Westmorland Ltd securing a second site at Tebay Services North to serve the population of Eden and mid-Cumbria, to open in January 2023.

The Board of Trustees and Senior Leadership Team recognise the scale of the challenge presented by replication of the charity. We are, however, confident we will obtain the projected financial and community support to enable us to take on a third site, at Egremont, West Cumbria, which presents a transformational opportunity for Growing Well to become a Cumbria-wide group.



Our Supporters

"I was delighted to meet the staff and volunteers at Growing Well and learn about the excellent work they are doing to improve mental health in the community"

**Prof. Sir Christopher Whitty KCB FMedSci,
Chief Medical Officer for England**

"I'd love to see Growing Well continuing to grow well... So please do get in touch if there's anything I can do to support you as you look to Tebay and the west coast!"

**Colin Cox, Director of Public Health,
Cumbria County Council**

"We are delighted to be to working in partnership with Growing Well on a project that will help to address one of the great needs in our community, which is mental health."

Sarah Dunning OBE, Chairman, Westmorland Ltd

"We are thrilled to be supporting the expansion of Growing Well's mental health services in Cumbria. We are excited to see the impact of the project on people's lives and the benefits it will bring to the local community."

**Duncan Nicholson, Head of funding for the North East
and Cumbria, The National Lottery Community Fund**

"We have long been admirers of the innovative work they have been doing for many years in the south of the county and look forward to developing and, dare I say growing, our partnership working as the new service progresses. Congratulations to all involved in this exciting venture."

Michael Boaden, Chief Operating Officer, Carlisle Eden Mind

"I feel enthused and I feel full of hope because there's people like this who run a wonderful organisation like Growing Well doing great things for the community, because the key to any civilised society is community"

Si King, The Hairy Bikers, October 2021

"We were mightily impressed by the work Growing Well do and the quality of what they grow is wonderful. Mental health is such a major issue, and getting involved in growing and the outdoors seems to really help people. Every town should have a Growing Well"

Dave Myers, The Hairy Bikers, October 2021

"I saw the piece about Growing Well on *Hairy Bikers Go North* and it had a profound impact on me. I suffered with depression in my late twenties and many things that people on the programme said took me straight back. The good that your project brings was tangible. I am now in my mid-fifties and express gratitude every day for all I have in my life. I am also an avid gardener so understand the therapy in that. Your project is inspiring and I wish you all every success."

£200 donor, Dublin, October 2021



We are grateful to the following supporters who have contributed to our income in this financial year

Major funders (£25,000 or more)

Lloyds Bank Foundation
The Mary Kinross Charitable Trust
Postcode Neighbourhood Trust

Large grants (£5,000 or more)

Mazars Charitable Trust
Sir John Fisher Foundation
Frieda Scott Charitable Trust
SIB Enterprise Development Fund
CRH Charitable Trust
The Roselands Trust
Forte Charitable Trust
Percy Bilton Trust
The Hadfield Trust
CLA Charitable Trust
The Schroder Charity Trust
The February Foundation
Sporting Force

Grants - £1,000 to £5,000

The Misses Barrie Charitable Trust
Cumbria County Council COMF Fund
David Brooke Charity The Hedley Foundation
Clark Foundation
Provincial Grand Lodge of Cumberland & Westmorland/
Masonic Charitable Foundation

The Irving Memorial Trust
South Lakeland Gateway Group
The Arnold Clark Community Fund
Lupton Tower Trust
The Edward Vinson 1957 Charity Settlement
The Fort Foundation
Eric Wright Charitable Trust
Finn Family Fund

Small grants or community donations up to £1,000

Asda Foundation
Kendal Town Council
Cumbria Gardens Trust
Proven Family Fund
Bryan Lancaster Trust
Moto in the Community
Co-op Local Community Fund
Alpkit Foundation
Hallgarth Community Church
Rotary Club of Kendal South Westmorland
St Pauls Parochial Church Council

Corporate Supporters

Thomson Hayton Winkley
Hawkshead Relish
John Jordan Ltd
Virgin Wines
Ginger Bakers
Co-op Grange-over-Sands



2 Trustees, officers and professional advisers

Reference and administrative details of the charity, its trustees and advisers for the year ended 30 June, 2022

Registered Charity Name: Growing Well Ltd.

Registered Charity Number: 1182018

Company Registration Number: 11446092

Registered Office: Growing Well Ltd, Low Sizergh Farm
Sizergh, Kendal, Cumbria LA8 8AE

Trustees:
(during the period 2021-2022)

Dr M F Cheesbrough (Retiring Chair)
Mr J Sharp (Incoming Chair, co-opted July 2022)
Mr S Brock (Vice Chair)
Ms S Rostás
Ms F Weir (Treasurer)
Dr T Watson (co-opted July 2022)
Mr S Wren (co-opted July 2022)
Ms R M Brine (Resigned 21.10.2021)
Mr M Jessop (Resigned 15.11.2021)

Company secretary Mrs M I Smith

Chief executive officer Mrs M I Smith

Accountants Armstrong Watson Audit Limited
Fairview House, Victoria Place, Carlisle, Cumbria CA1 1HP

Bankers Cooperative Bank PLC, PO Box 200,
Delf House, Southway, Skelmersdale WN8 6GH



3 Message from the Chair

Well, what a difference a year makes! This time last year we had just emerged from the global Coronavirus pandemic and our aim as trustees, first and foremost, was for Growing Well to “Grow Back”, back to being the Growing Well everyone knew. I am pleased to say that Growing Well has not just survived the pandemic and grown back but has gone on to address our next aim, which was to “Grow Better”. This builds on previous, but ongoing, achievements of strong and clear leadership, sound governance and a more clearly articulated therapeutic model.

But what does “grow better” mean? It means doing what we say we will do (our charitable objects) as effectively and efficiently as possible so that as many individuals as possible can move on and lead fulfilling lives in the way that they choose for themselves. There are more details later about how we are doing this, including the use of the Goals Based Outcomes Framework and the Warwick and Edinburgh Mental Wellbeing Scale.

Furthermore, we mean “better” in terms of the functioning of the whole organisation, including those functions that are not directly involved with volunteers. We have implemented a new, clear organisational structure ensuring all staff have clear job descriptions, responsibilities, line management and support. A senior leadership team has been established with accountability for the specific functions of the organisation.

The SLT members are the CEO, Head of Horticulture, Head of Development and Therapeutic Lead. The SLT has responsibility for overall operational functioning of the organisation and providing expert strategic advice to the board. This will be further facilitated once the Therapeutic Lead is in post in the autumn.

The third aim identified for this year was to **“Grow Bigger”**.

The need, and demand, for mental health support has never been greater - the consequence of pandemic-induced social isolation, anxiety, bereavement, and lack of access to other services combined with socioeconomic disadvantage due to

the economic downturn and exacerbated by world events, coupled with an overstretched NHS - already insufficiently resourced to meet demand - means that the third sector is being called upon like never before. The establishments of ICB's (Integrated Care Boards) nationally provides a mechanism for at least some of the care provided to be commissioned and paid for out of taxation - a very welcome development.

Growing bigger means a commitment to using the resources we already have on site at Sizergh as effectively as we can, to help as many people in South Cumbria and North Lancashire as possible. This year Growing Well has seen more volunteers than ever before meet the challenge of moving on into work, education, unsupported volunteering or rewarding retirement.

Volunteers, on average, now feel ready to move on after about a year, enough time for meaningful change. New recruits knowing this (and seeing it celebrated in our daily 11 o'clock meetings) are given a timescale for recovery. Other individuals can then be offered a place and a bigger group helped.

Similarly, we have begun to explore extending our reach by offering a service (often commissioned, and for a specific number of weeks) to whole groups of, for example, ex-service staff, probation service clients, or refugees and asylum seekers.

We know however that Sizergh is geographically inaccessible for many Cumbrians and it has been a strategic aim of the board of trustees to establish Growing Well wherever there is a local need and it is practical. On 5th July 2022, accompanied



by Mary and on behalf of the board and Growing Well, I signed contracts with Westmorland Ltd securing a second site at Tebay Services North to serve the population of Eden and mid-Cumbria.

It is a fabulous achievement for all concerned - our own staff, and especially the SLT and Mary, our CEO, who has led the project with passion and resilience throughout, the Westmorland Family CEO and managers who collaborated in ironing out all the wrinkles of bringing two very different organisations together, the Westmorland Family chair Sarah Dunning and her board members who have had the vision, commitment, and financial generosity to get the project up and running - hopefully by January 2023.

The National Lottery Community Fund has also been key, not only through funding support for this, our second site, but also through their encouraging support towards further replication in future - watch this space!

None of this would have happened of course if we did not have a secure base at Sizergh to start from, and so we should not forget the sterling work of those “back at the ranch” keeping things going. It is not possible to thank everyone by name, but their commitment is truly awesome.

Similarly, our own trustees have had the vision and courage to support this at a time of great uncertainty. Thanks go especially to our treasurer Fiona Weir who, doubling also as the finance officer, has played a pivotal role.

There are many reasons for celebration, optimism and hope, but it would be wrong not to acknowledge that there will be many challenges ahead. Growing Well needs a strong, committed, and hard-working board of trustees with the

necessary skills, knowledge and mandate to steer and support the organisation.

Recognising the need for a strong board we initiated a trustee recruitment drive last year aimed at filling the specific gaps we had identified. After a very competitive process we welcome 3 new trustees, Jim Sharp, Stewart Wren and Tessa Watson. Together they bring extensive skills and knowledge, including in clinical mental health, entrepreneurship, finance, strategic planning, high level organisational, operational and change management.

I will be standing down as Chair at this AGM (but will, for now, continue as a trustee) and would like to take this opportunity to say thank you to all of you who have made it such a pleasure. Little did I, or any of us, know what lay ahead when I took it on. But “when the going gets tough the tough get going” and through those dark days of the pandemic the goodwill, flexibility and resilience shown, for some whilst simultaneously struggling with personal illness, loss and bereavement, demonstrated again that working at Growing Well is so much more than just a job.

I am delighted that Jim (Sharp) has agreed to be the next Chair of Trustees. He will bring a fresh perspective and vigour to the role and is ideally situated to steward Growing Well through the next phase of development and expansion.

Dr Marion Cheesbrough
Chair of Trustees



4 Our Purpose, Aims and Objectives

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 to manage their mental health and reduce their reliance on health services.

Strategic Aims & Objectives

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.

CROSS-CUTTING AIM: Service expansion

STRATEGIC AIM 1: Support as many people as we can to enter the service, thrive whilst here and feel empowered to leave.

Objectives:

- Ensure the consistent quantity and quality of referrals, and improve engagement levels
- Articulate our redesigned service delivery model through a clear system of processes
- Provide an environment where all Volunteers feel safe and valued, and everyone has a part to play
- Develop and implement a clear and supportive exit strategy for all Volunteers

STRATEGIC AIM 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.

Objectives:

- Ensure that everyone who comes to Growing Well is able to articulate a goal for their recovery to work towards
- Create a comprehensive and user-friendly data collection system, allowing each volunteer to have a personal record of achievement
- Review all training delivery at Growing Well and align with charity mission and vision
- Redevelop and establish life skills training programme, to include structured signposting and Volunteer development opportunities



STRATEGIC AIM 3: Promote “recovery through activity” with a targeted, community engagement approach.

Objectives:

- Create a full, annual marketing and communications strategy
- Deliver a continual programme of outreach to ensure maximum local stakeholder involvement and understanding of our mission
- Expand and improve our Support Volunteer opportunities

STRATEGIC AIM 4: Improve efficiencies in our service and maximise opportunities for commercial/sustainable/unrestricted income.

Objectives:

- Diversify our funding streams to spread risk and explore new avenues of unrestricted income
- Maximise field and catering output and sales opportunities
- Understand/align the presentation of our accounts with our new, integrated service delivery model
- Review all costs, including staffing structure, to ensure maximum efficiency and output in line with core challenges/strategic aims

STRATEGIC AIM 5: Create and operate governance and infrastructure systems that bring structure, clarity and support to the delivery of our work.

Objectives:

- Complete policy overhaul and staff training programme
- Board overhaul
- Infrastructure planning and investment in our Sizergh site
- Review Articles of Association, charitable objects and membership of Growing Well
- Review Growing Well Intellectual Property and renew the Trademarking

STRATEGIC AIM 6: Create a 3-year development plan for sustainable growth, to include the replication of our service delivery model in other locations.

Objectives:

- Create a 3-year financial plan, accounting for ambitious growth
- Create a 3-year recruitment plan, accounting for ambitious growth
- Create a blueprint for replication and partnerships



5 Our Activities, Performance & Achievements

This section details our activities and achievements during the period to June 2022, with specific reference to the strategic aims outlined in our previous report

Support as many people as we can to enter the service, thrive whilst here and feel empowered to leave

During the period to June 2022, we received 168 referrals to Growing Well (an increase of 210% on 2020-21 but also a 176% increase on pre-pandemic levels in 2019).

The engagement rate of Volunteers (those people who have spent 6 weeks or more within the service) was 25% of the total people referred. This is slightly higher (4%) than pre-pandemic levels.

These statistics reflect the considerable work done to increase the visibility of Growing Well and provide clarity around our service delivery, particularly leading up to and at the point of referral into the service. We have seen a marked drop (33%) in unsuitable referrals (where mental health is not the primary reason for the referral, or where someone is too acutely unwell/needs support to attend), which is also indicative of the fact that referrers and self-referrers now have a much clearer picture of what our service offers. Our Outreach & Engagement Officer (appointed in May 2021) has prioritised the provision of communication and clarity to all referrers and potential referrers within the local community, including GP practices, Community Mental Health Teams, Social Prescribers and other third sector organisations.

Giving Volunteers the best experience when here is central to our cause. In our Volunteer Survey of September 2021:

- 45% of Volunteers told us that their mental health had got worse during pandemic (citing loneliness, anxiety, depression, isolation, financial worries and fear) with 90% telling us that being with other people and having a purpose were the best things about coming [back] to Growing Well

- 96% of Volunteers said that coming to Growing Well had a positive effect on their mental health
- 97% of Volunteers told us that coming to Growing Well helped them to be more physically active
- 89% of Volunteers told us that coming to Growing Well helped them feel a sense of achievement
- 96% of Volunteers told us that coming to Growing Well helped them learn new vocational and life skills

By far the hardest piece of work for the charity was to prepare and support the exit of those beneficiaries who had attended Growing Well for two years or more. With a change in our service delivery that now caps Volunteers' attendance at around the one-year mark, Volunteers who had once been assured of an indefinite stay were asked to prepare to move on after a further year with us. Naturally, this was difficult news for some individuals.

The full staff team worked extremely hard to create a series of supported transition opportunities for this group, including visits to colleges, signposting and induction into unsupported volunteering positions in the community (to include horticultural, catering, arts, sporting and animal husbandry opportunities), presentations from other local support services and work experience placements. Those needing further mental or physical health support were signposted and helped to access other statutory and non-statutory services. This approach was so successful that we are certain to continue to expand our work in developing and delivering supported transitions for all beneficiaries.



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

This financial year marked the first full year of implementation and delivery of our Goals Based Outcomes Framework approach, and our fortnightly wellbeing surveys of Volunteers, using the Warwick and Edinburgh Mental Wellbeing Scale.

By October 2021, 100% of Volunteers within the service were able to articulate a goal for their time at Growing Well, which linked to their wider mental health recovery.

Six-weekly one-to-one meetings with our Volunteer Support Co-ordinator were delivered to 100% of volunteers throughout the financial year. These sessions (lasting no longer than around 20 minutes), are an opportunity for Volunteers to understand and reflect on:

- Their engagement within the service, including attendance levels
- Their wellbeing scores over a six-week period (and opportunity to discuss changes or improvements in their wellbeing)
- Progression towards their individual goal (and opportunity to refocus, change, or apply more/less challenge, at this time, in regard to attaining it)
- The horticultural and/or catering skills attained and logged during the period, reflecting on skills gained and competency and confidence levels

This “record of achievement” is presented to the Volunteer in visual (graph) format, deriving from a newly designed database containing all Volunteers’ individual attainment records. This visual is used to spark and inform discussion with therapeutic staff around each individual’s needs and progress.

The result leads to very healthy and clear discussions around the positive challenge and progression that Growing Well

aims to deliver, including the inevitable eventuality that the individual will move on from Growing Well (and in most cases, that this is a sign of positive change and better mental health).

2021 was the last academic year of horticultural training courses accredited by City & Guilds, with Growing Well opting to move to a more user-friendly skills development programme tailored to individuals’ needs and which better reflects the growing practices of a year at Growing Well. Horticultural and catering skills logs were created in print form as well as on our new database, giving all Volunteers the valuable opportunity to reflect and self-assess.

Whilst the development and practice of vital “soft” skills - mostly concerned with developing confidence (social skills, team working, assertiveness etc.) - are part and parcel of the participatory activities we lead, we also welcomed presenters and practitioners from other services to support our Volunteers to attend other settings, including colleges, workplaces, events, meetings, interviews and other opportunities.

Promote “recovery through activity” with a targeted, community engagement approach

Pandemic recovery was a key strand in our marketing and outreach approach for the financial year, with a strategy to ensure as much local, regional and national visibility of the charity’s work, as possible.

In August 2021, 230 walkers took part in our Cross Bay Walk, raising £16,500 for the charity and considerable local interest in our work.

Growing Well achieved national recognition on the BBC’s “*Hairy Bikers Go North*” programme (October 2021), which kickstarted a period of significant uplift in followers of, referrers to and new benefactors for the charity.

The programme featured powerful testimonials from beneficiaries, explaining the mental health benefits of



attending the service.

In the same month, the charity was awarded the “Against All Odds” award at the inaugural Cumbria Farmer Awards for the way we had ‘Kept on Growing’ through Covid, boosting awareness of our work within the agricultural sector.

Other successes included a collaboration with the famous Hawkshead Relish Company to produce a range of “pickles with purpose” for sale online and in their flagship store. Our CEO spoke at the launch of Cumbria Community Foundation’s “Cumbria Club”, hosted by Lord Melvyn Bragg, to an audience of 60+ high net worth individuals. We were also represented at the deferred London Marathon (October 2021) with a runner who raised £2,800. Our site, staff, beneficiaries and produce were on national television again at Christmas time, featuring in Tebay Services’ “A Lake District Farm Shop” Christmas special.

Notably, Growing Well hosted a visit from Professor Sir Chris Whitty, who was touring the country to learn and understand more about the services that provided help to communities during the COVID-19 pandemic. Whilst this was not publicised, the opportunity to showcase Growing Well to the Chief Medical Officer (and Cumbria’s Public Health Director Dr Colin Cox and his team) was a huge privilege.

The multi-disciplinary staff team has taken a multi-faceted approach to external communications during the financial year, with our therapeutic growers and caterer leading on a weekly ‘How’s it Growing’ email newsletter to our 100+ Crop Sharers, which is also enjoyed by many Volunteers and ex-Volunteers. The therapeutic team have also taken ownership of our Instagram page to post beautiful photographs of the produce on our field and in our kitchen.

For our Outreach and Engagement Officer, regular attendance at Integrated Care Community meetings, mapping of referral networks and a strong public presence has both strengthened

and widened our reach.

Our Support Volunteering opportunity was defined by a new job description and person specification, bringing clarity and accountability to what has – historically – been a very undefined role. This followed with a campaign to recruit and train new volunteers to support our work. We are proud to have an 85% retention rate of Support Volunteers this year, who meet on a bi-monthly basis with the CEO for training, support and best practice sharing.

Improve efficiencies in our service and maximise opportunities for sustainable, unrestricted income

With a successful 2020-21 financial year behind the charity, Growing Well had board-designated funds ringfenced for the strengthening of its staffing team and move towards replication in this financial year.

The design and creation of a Group team structure was announced in early 2022, with increased resource planned in for the diversification of income streams to lessen our reliance on grant and trust funding. Fundraising Co-ordinator and Communications Co-ordinator posts were recruited in the Spring and will start work in Q1 of the 2022-3 financial year, prioritising corporate and community fundraising, individual giving, legacy giving and maximum visibility of Growing Well in our local communities and beyond.

In its replication phase, Growing Well will still be reliant on significant grant funding in the form of development money. Much resource will be targeted towards the generation of locally earned and locally raised income in each community we serve, which will play a part in replacing short-term start-up funds after the initial site development period.

A streamlined “Recovery through Activity” narrative, designed to attract unrestricted funding to cover all our costs including support costs (rather than funding to cover specific salaries),



has been a successful move and one that we will continue to build on.

The implementation of our donor stewardship software, Donorfy, has fast become an excellent stewardship tool for our Development Team, and a secure place to track and forecast donations from grants, individuals, community fundraising initiatives and other sources of income.

Our field and catering departments have faced another challenging year, with hospitality and retail customers still in pandemic recovery and cost of living challenges affecting Crop Share growth. However, the Crop Share output has held at 100 customers per year for the second year running, through targeted efforts to attract and retain business in this area. Our catering unit was closed (due to the pandemic) until April 2022 but reopened in the Spring and continues to grow in strength and output. Commercial contracts with customers including Hawkshead Relish and Lakes Sandwiches have resumed.

The rollout of a leaner operating model at site level saw a reduction in the number of departments within our staffing structure. All field-based roles become a consolidated “Therapeutic Grower” role, further assisting the integration of activity-based and therapeutic work with volunteers.

In Spring 2022 we embarked on a major financial transformation project to streamline our organisational accounting processes and bring better visibility and clarity to all staff around our financial performance. This work is ongoing and will conclude in Q2 of the 2022-3 financial year.

Create and operate governance and infrastructure systems that bring structure, clarity and support to the delivery of our work

Growing Well continued its scrutiny and development of governance structures in this financial year, with policy overhauls assisted by HR and legal contractors Ellis Whittam,

and consultancy support from our funders the Lloyds Bank Foundation. The board-led Governance Working Group reviewed and prioritised key areas for continual development, including Equity, Diversity and Inclusion, Information Governance and Financial Reserves.

Improvements were made in the provision of our external mental health risk and awareness training and external supervision arrangements for all Volunteer-facing staff were reviewed and improved, with the appointment of a registered supervisor with extensive experience in systemic psychotherapy. Additionally, we have appointed a Therapeutic Lead to our staff senior leadership team, to lead on, manage and develop best practice in our work with Volunteers.

A board recruitment process began in the Spring of 2022 to boost trustee numbers and recruit a new Chair. We were delighted with the calibre of applicants who came forward and successfully recruited three new trustees to the board, bringing experience in business and finance, and clinical psychology. Our new Chair, Jim Sharp, brings with him a wealth of commercial experience, having held board roles in eight large listed businesses. This appointment is a timely fit with our growth and replication strategy.

Key projects to secure Growing Well for the growth period include the transition from a wider membership-controlled organisation to one where our trustees are the only members, renewal and improvement of our trademarking and intellectual property, and some infrastructure review and planning at our Sizergh site, ahead of 2024-5 investment in site improvements.

Finally, our CEO was successful in securing further funding from The Churchill Fellowship to lead a significant Blueprint Project for Growing Well. This is an 18-month project, which will result in a published service delivery model for mental health services in “green care” settings in the UK. It will cover Growing Well’s intended path to impact and all systems, protocols and training required to make this possible. The end result will be used to safely replicate Growing Well sites in new locations,



keeping our Volunteers' voice and needs at the centre of all we do.

Create a 3-year development plan for sustainable growth, to include the replication of our service delivery model in other locations

Perhaps the largest project of the 2021-22 financial year was the creation and approval of a significant feasibility study for our first replicated site at Tebay Services Northbound, part of Westmorland Ltd.

As well as examining the specific feasibility of this site and project, the work has also generated a general approach to replication, minimum essential requirements at any site, and costing and funding models that are transferable elsewhere.

The study was delivered to Westmorland at the end of August 2021 and on December 7, 2021, the Westmorland Ltd board signed off on a partnership containing the following key elements:

- Investment of £150,000 towards the up to £200,000 capital cost of setting up the site.
- A £10,000-a-year contribution to running costs from the Westmorland Family Fund, for a minimum of 3 years, subject to the usual annual reporting requirements,
- An annual commercial contract to directly purchase £40,000 of produce.
- A rent-free lease for a minimum of 3 years
- Commitment to provide a general site maintenance service, for a minimum of 3 years
- Commitment to support and facilitate Growing Well on-site customer fundraising targets of £10,000 in year 1, rising to £30,000 a year in year 3.

The quality of the feasibility study and the prospect of an innovative partnership with Westmorland Family led to a

successful bid for a £180,000 grant from the National Lottery Community Fund for 2022-24.

Our legal advisers supported us to structure and formalise the grant, lease and commercial aspects of the partnership and contracts were signed just before the end of the financial year, with site build due to begin in Q2 of the 2022-23 financial year.

A second site for replication was identified in late 2021, in Egremont (West Cumbria), and a further feasibility study created for Growing Well to develop a former plant nurseries site within the town. Approval of this is pending (July 2022), with strong evidence that a mental health service is needed in the area and significant financial interest in supporting its development from public and private sector stakeholders.

Of course, sustainable development of the charity is critical. Each local Growing Well will have to be largely self-sustaining from its own earned income, a local site partnership (through cash or in-kind support), and local business and community support – they cannot all rely on national trusts and foundations – so this will bring a real community drive, ownership and focus to each Growing Well.

A three-year business plan for sustainable growth of Growing Well will be completed in Q2 2022-23, accounting for ambitious growth and a considerable hike in income.



6 Future Plans

A mission to respond to Covid by reaching more communities with our successful model, under a strategy of ‘Grow Back, Grow Better, Grow Bigger’.

Grow Back was to get through Covid, re-open fully and build back our beneficiary numbers;

Grow Better means Covid forced us to examine our ways of working to be better placed to help more people. We have streamlined our service delivery and now have a very integrated model, with a focussed, goals-based approach that is no longer open-ended. We've invested in an outcomes framework and database to actively manage and monitor our beneficiaries' progress.

Grow Bigger means we want to help more people at our current and future sites by adding shorter-term cohort programmes to run alongside our core service AND commence a replication process to open new sites in Cumbria where there is a great unmet need – both rural and urban.

We are now in the “Grow Bigger” phase of our strategy. Our strategic aim is to give access to Growing Well’s mental health and growing service to communities of need across Cumbria: in South Lakeland where we are currently based, Eden where we want to open our second site, and West Cumbria where we are actively pursuing a replication opportunity.

What we will achieve in 2022-3

Growth in numbers of our beneficiaries

- increasing capacity by having 2 groups per day at Low Sizergh
- upholding a one-year time cap with a focus on goals, and progression onwards
- opening new sites at Tebay in 2022 and a third site in 2023
- Introducing specific cohorts (e.g. refugees and asylum seekers, and veterans) with strong referral partners
- investment in referral outreach and service marketing

Growth of evidence of impact aims and outcomes

- Extend access to our service across Cumbria. People experiencing mental health difficulties in the South Lakeland District, Eden District, and a third Cumbrian district will be able to access a local Growing Well service within 45 minutes travelling time by the end of 2023.
- Support Volunteers to achieve their overall goal. We hope to evidence that > 90% of beneficiaries report when leaving the service that Growing Well helped them to improve their mental health and achieve their stated goal.
- Support volunteers to build confidence through peer support, supported activity, and integrated learning. We hope to evidence that > 90% of beneficiaries report when leaving the service that being at Growing Well helped them build their confidence.
- Evidence positive mental health change. We hope to evidence that > 70% of beneficiaries on leaving Growing Well (after a minimum of 12 weeks engagement) show meaningful positive change in their WEBWMS score compared to their initial score

Growth of sustainable income

- Three-year financial plan for ambitious growth
- Plans for transition to a sustainable funding model
- Commercial (earned) income growth at Sizergh, covering 24% of total site costs
- Increased local [to each site] non-grant fundraising (Sizergh and Tebay) to £91K
- Corporate fundraising strategy to build recurring income from business supporters by £16k in year 1 and by a further £65K in year 2
- Recruit strong Treasurer and Finance resource to succeed key roles



7 Structure, Governance and Management

7a Constitution

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

7b 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.

7c Organisational structure and decision making policies

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

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.

7d Financial 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, and are 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:

1. Significant increase in annual income targets unachievable and scaling back of plans/staffing required
2. Delayed opening of new sites creates short-term cash flow pressures
3. Sustainable funding model not achieved
4. Re-emergence of Covid pandemic lockdown



8 Financial Review

Results for the year

The charity's total income for the year was £384,038 (2021: £491,887), a reduction of 21.9%. This was not unexpected, having enjoyed exceptional support from many funders during the early Covid experience of the previous financial year. A positive decision to discontinue offering City & Guilds accredited training courses also resulted in lower income compared to previous years, although this was suitably reflected in reduced costs.

Trust and grants funding continues to be the dominant income stream at £231,531 (2021: £334,154) representing 60% of total income.

Initiatives to broaden and grow our income streams, and reduce overreliance on grant funding, were slow to recover as Covid restrictions continued to impact adversely for a second year. Whilst fundraising income was down on budget expectations, it was £21K (37%) higher than the previous year. After the prolonged absence of face-to-face fundraising opportunities, it was encouraging to see so many supporters get together to take part in the Cross Bay Walk which raised £16.5K. We were very grateful that many of the individual, community, and corporate supporters remained with us as we exited the Covid crisis and continue to make an extremely valuable contribution.

An equally pleasing performance was the continued growth in sales of produce. Despite sporadic lockdowns, staff illness and restrictions on the number of people able to work on the field, we managed to increase income by £9K (18%) through increased wholesale business whilst maintaining the number of cropshares.

Total Expenditure increased by £83.3K (22.1%) to £460,151 (2021: £376,845)

Much of this increase was associated with additional resource

and other one-off costs needed to enable replication opportunities to be pursued. A designated fund of £65K had been set aside for this purpose in the previous year and was fully utilised.

Other costs increased in line with on-site activity following the lifting of Covid restrictions

The Net Result was a Deficit of £76,113 (2021: Surplus £115,042). Whilst the swing was significant at £191K, it was not unexpected and had been budgeted.

Reserves Policy

We have 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 £131,541 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 11, 2022, and signed on their behalf by:

Dr Marion Cheesbrough
Chair of Trustees



9 Independent Examiner's Report

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 June 2022.

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 on October 11, 2022 by:

Karen Rae

Karen Rae FCCA

**Armstrong Watson Audit Limited
Carlisle**

10 Statement Of Financial Activities

(Incorporating Income and Expenditure Account)

For The Year Ended 30 June 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Fixed asset fund 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:						
Donations and grants	3	183,239	87,559	22,252	293,050	391,909
Charitable activities	4	8,148	-	-	8,148	46,373
Other trading activities	5	82,706	-	-	82,706	53,577
Investments	6	134	-	-	134	28
Total income		274,227	87,559	22,252	384,038	491,887
Expenditure on:						
Raising funds	7	39,628	-	-	39,628	53,935
Charitable activities	8	265,247	127,839	27,437	420,523	322,910
Total expenditure		304,875	127,839	27,437	460,151	376,845
Net (expenditure)/income		(30,648)	(40,280)	(5,185)	(76,113)	115,042
Transfers between funds	16	(7,193)	-	7,193	-	-
Net movement in funds		(37,841)	(40,280)	2,008	(76,113)	115,042
Reconciliation of funds:						
Total funds brought forward		194,382	79,923	97,394	371,699	256,657
Net movement in funds		(37,841)	(40,280)	2,008	(76,113)	115,042
Total funds carried forward		156,541	39,643	99,402	295,586	371,699

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

The notes on pages 25 to 38 form part of these financial statements.

11 Balance Sheet

as at 30th June 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	64,365	70,894
		<u>64,365</u>	<u>70,894</u>
Current assets			
Debtors	13	9,364	4,827
Cash at bank and in hand		253,237	324,499
		<u>262,601</u>	<u>329,326</u>
Creditors: amounts falling due within one year	14	(31,380)	(28,521)
Net current assets		<u>231,221</u>	<u>300,805</u>
Total assets less current liabilities		<u>295,586</u>	<u>371,699</u>
Net assets excluding pension asset		<u>295,586</u>	<u>371,699</u>
Total net assets		<u>295,586</u>	<u>371,699</u>
Charity funds			
Restricted funds:			
Restricted funds	16	39,643	79,923
Fixed asset fund	16	99,402	97,394
		<u>139,045</u>	<u>177,317</u>
Total restricted funds	16	139,045	177,317
Unrestricted funds	16	156,541	194,382
		<u>295,586</u>	<u>371,699</u>
Total funds		<u>295,586</u>	<u>371,699</u>

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 on October 11, 2022 by



Dr M F Cheesbrough
Chair of Trustees

The notes on pages 25 to 38 form part of these financial statements.

12 Notes to the Financial Statements

For the year ended 30th June 2022

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	<i>Straight line over the lease term</i>
Plant and machinery	<i>5 years straight line or 25% reducing balance</i>
Motor vehicles	<i>25% reducing balance</i>
Fixtures and fittings	<i>3 years straight line</i>
Office equipment	<i>3 years straight line</i>

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 2022 £	Restricted funds 2022 £	Fixed asset fund 2022 £	Total funds 2022 £	Total funds 2021 £
Donations and legacies	61,519	-	-	61,519	57,755
Grants	121,720	87,559	22,252	231,531	334,154
Total 2022	183,239	87,559	22,252	293,050	391,909
Total 2021	159,114	199,111	33,684	391,909	

Analysis of grant income

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Growing	-	16,850	16,850	68,986
Volunteer Support	-	71,299	71,299	57,216
Catering	-	-	-	19,809
Training	-	2,700	2,700	6,500
Business Development	-	-	-	13,600
Coronavirus Job Retention Scheme	-	-	-	5,595
Repayment of unspent grant	-	(3,290)	(3,290)	-
Other Grant Income	121,720	-	121,720	128,764
Capital Funding	-	22,252	22,252	33,684
Total 2022	121,720	109,811	231,531	334,154
Total 2021	101,359	232,795	334,154	

4 Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Training	8,148	8,148	22,198
Morecambe Bay CCG	-	-	24,175
Total 2022	8,148	8,148	46,373
Total 2021	46,373	46,373	

5 income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Catering and other income	7,111	7,111	2,910
Fundraising Events	16,576	16,576	-
Growing Retail - Cropshare and other	46,544	46,544	45,581
Growing Wholesale	12,475	12,475	4,532
Profit on sale of fixed assets	-	-	554
Total 2022	82,706	82,706	53,577
Total 2021	53,577	53,577	

6 Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Investment income	134	134	28
Total 2021	28	28	

7 Expenditure on raising funds

Fundraising trading expenses

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Event costs	1,055	-	1,055	1,234
Other fundraising costs	971	-	971	634
Wages and salaries	37,602	-	37,602	52,067
	39,628	-	39,628	53,935
Total 2021	51,589	2,346	53,935	

8 Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Charitable operations	265,247	155,276	420,523	322,910
Total 2021	155,124	167,786	322,910	

Summary by expenditure type

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total 2022 £	Total 2021 £
Charitable operations	290,031	27,437	103,055	420,523	322,910
Total 2021	209,861	26,832	86,217	322,910	

9 Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Charitable operations	306,552	113,971	420,523	322,910
Total 2021	264,976	57,934	322,910	

Analysis of direct costs

	Charitable operations 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	189,303	189,303	158,161
Depreciation	27,437	27,437	26,832
Growing costs	19,965	19,965	19,059
Volunteer support	13,581	13,581	8,090
Catering	5,783	5,783	3,273
Training and Education	669	669	2,925
Site costs	15,435	15,435	12,191
General support costs	24,991	24,991	23,669
PR and Marketing	1,548	1,548	5,609
Governance	7,840	7,840	5,167
Total 2022	306,552	306,552	264,976
Total 2021	264,976	264,976	

Analysis of support costs

	Charitable operations 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	100,727	100,727	51,700
Management and admin costs	299	299	82
Professional fees	12,895	12,895	6,110
Bank and finance charges	50	50	42
Total 2022	113,971	113,971	57,934
Total 2021	57,934	57,934	

10 Staff costs

	Total 2022 £	Total 2021 £
Wages and salaries	285,901	231,595
Social security costs	26,264	18,881
Contribution to defined contribution pension schemes	15,468	11,452
	327,633	261,928

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

	2022 No.	2021 No.
Staff	13	12

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

During the year remuneration paid to key management personnel amounted to £50.8k (2021: £39.7k).

11 Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021: £NIL).

During the year ended 30 June 2022, no Trustee expenses have been incurred (2021: £NIL).

12 Tangible fixed assets

	Short term leasehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation						
At 1 July 2021	84,160	270,890	15,000	34,858	31,103	436,011
Additions	4,608	14,317	-	1,080	903	20,908
Disposals	-	(5,064)	-	(4,276)	(3,529)	(12,869)
At 30 June 2022	88,768	280,143	15,000	31,662	28,477	444,050
Depreciation						
At 1 July 2021	72,940	224,944	6,562	32,555	28,116	365,117
Charge for the year	3,857	18,813	2,109	1,080	1,578	27,437
On disposals	-	(5,064)	-	(4,276)	(3,529)	(12,869)
At 30 June 2022	76,797	238,693	8,671	29,359	26,165	379,685
Net book value						
At 30 June 2022	11,971	41,450	6,329	2,303	2,312	64,365
At 30 June 2021	11,220	45,946	8,438	2,303	2,987	70,894

13 Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	3,663	1,848
Prepayments and accrued income	5,701	2,979
	9,364	4,827

14 Creditors: Amounts falling due within one year

	2022 £	2021 £
Due within one year		
Trade creditors	1,728	7,404
Other taxation and social security	7,100	9,056
Other creditors	2,011	1,582
Accruals and deferred income	20,541	10,479
	31,380	28,521

	2022 £	2021 £
Deferred income at 1 July 2021	-	-
Resources deferred during the year	7,979	-
	7,979	-

Deferred income is in respect of grant receivable in advance.

15 Financial instruments

	2022 £	2021 £
Financial assets		
Financial assets measured at fair value through income and expenditure	253,237	324,499

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

16 Statement of funds

Current year

	Balance at 1 July 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2022 £
Unrestricted funds					
Designated funds					
Replication Project	65,000	-	-	(65,000)	-
Sizergh site dilaps	25,000	-	-	-	25,000
Total 2022	90,000	-	-	(65,000)	25,000
General funds					
General Funds - all funds	104,382	274,227	(304,875)	57,807	131,541
Total Unrestricted funds	194,382	274,227	(304,875)	(7,193)	156,541
Restricted funds					
Anonymous Charitable Trust	-	10,000	(6,667)	-	3,333
CLA Charitable Trust	-	5,000	(5,000)	-	-
Frieda Scott Charitable Trust	13,316	13,583	(17,844)	-	9,055
Nineveh Charitable Trust	5,000	-	(5,000)	-	-
Henry Oldfield Trust	5,000	-	(5,000)	-	-
CCF – Westmorland Family Trust	5,400	-	(4,460)	-	940
Sir John Fisher Foundation	16,933	15,000	(16,933)	-	15,000
Newby Trust	6,500	-	(6,337)	-	163
Schroder Charity Trust	-	5,000	(5,000)	-	-
The February Foundation	-	5,000	-	-	5,000
CRH Charitable Trust	-	7,500	(7,500)	-	-
CCF – COVID-19 Response Fund	9,393	-	(9,393)	-	-
Misses Barrie Charitable Trust	-	3,000	(3,000)	-	-
Clark Foundation	-	2,000	(2,000)	-	-
The David Brooke Charity	-	2,000	(2,000)	-	-
Access - Enterprise Development Fund	4,250	5,010	(9,543)	-	(283)
Postcode Neighbourhood Trust	7,167	-	(7,167)	-	-
Lake District Foundation	2,500	-	-	-	2,500
The Percy Bilton Charity	-	2,550	(2,550)	-	-
Combined Funds <£2k	4,464	9,916	(10,445)	-	3,935
The Hedley Foundation	-	2,000	(2,000)	-	-
	79,923	87,559	(127,839)	-	39,643
Restricted fixed asset fund					
Fixed Asset Fund	70,894	-	(27,437)	20,907	64,364
Harold & Alice Bridges Charity	1,500	-	-	(1,500)	-
Anonymous	20,000	-	-	(4,608)	15,392
The Dowager Countess Eleanor Peel Trust	5,000	-	-	(5,000)	-
COMF	-	2,252	-	(2,252)	-
SLLC	-	5,000	-	(354)	4,646
Mazars Charitable Trust	-	15,000	-	-	15,000
	97,394	22,252	(27,437)	7,193	99,402
Total Restricted funds	177,317	109,811	(155,276)	7,193	139,045
Total of funds	371,699	384,038	(460,151)	-	295,586

Designated Funds

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

Sizergh site dilapidations – to cover anticipated investment needed to the temporary structures on the existing site.

Restricted Funds

Frieda Scott Charitable Trust, The Nineveh Trust, Henry Oldfield Trust, Anonymous Trust, CLA Charitable Trust, Schroder Charity Trust, The February Foundation, CRH Charitable Trust, Misses Barrie Charitable Trust and The David Brooke Charity – funding towards running costs of the Recovery Through Activity programme.

CCF - 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.

CCF - COVID-19 Response fund – funding towards new Commercial Grower.

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.

Clark Foundation – funding towards the cost of essential growing materials and equipment.

The Percy Bilton Charity – funding for horticultural power tools and equipment.

The Hedley Foundation – funding towards the cost of horticultural materials.

Restricted Fixed Asset

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

Anon/Dowager Eleanor Peel Trust – contribution towards new horticultural building.

Cumbria County Council - Containing Outbreak Management Fund (COMF) – capital funding towards a caterpillar polytunnel.

Cumbria County Council - South Lakeland Local Committee – capital funding towards site and horticultural equipment.

Mazars Charitable Trust – capital funding for a double span polytunnel.

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.

16 Statement of funds (continued)

Prior year	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)
Sizergh site dilaps	-	-	-	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 Covid Fund	-	31,615	(31,615)	-	-
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 Trust	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	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)	-	-
D'Oyly Carte Charitable Trust	-	4,000	(4,000)	-	-
Cumbria PSS 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 asset fund					
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 – Capital Covid 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

17 Summary of funds

Current year

	Balance at 1 July 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 June 2022 £
Designated funds	90,000	-	-	(65,000)	25,000
General funds	104,382	274,227	(304,875)	57,807	131,541
Restricted funds	79,923	87,559	(127,839)	-	39,643
Restricted funds - Class II	97,394	22,252	(27,437)	7,193	99,402
	371,699	384,038	(460,151)	-	295,586

Prior 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 funds - Class II	83,630	33,684	(26,832)	6,912	97,394
	256,657	491,887	(376,845)	-	371,699

17 Summary of funds (continued)

Designated Funds

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

Sizergh site dilapidations – to cover anticipated investment needed to the temporary structures on the existing site.

Restricted Funds

N L Community fund - Coronavirus Community Support fund – funding to help 'Keep on Growing'; maintaining farm operations during the COVID lockdown restrictions.

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.

CCF - 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.

CCF - 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 – contribution towards Growing Manager's salary costs.

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

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.

Anon/Dowager Eleanor Peel Trust – contribution towards new horticultural building.

CCF COVID 19 Response fund – funding for costs of repurposing a polytunnel to provide more essential safe, socially distanced indoor space for breaks and training sessions.

18 Analysis of net assets between funds

Current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	64,365	64,365
Current assets	179,942	47,622	35,037	262,601
Creditors due within one year	(23,401)	(7,979)	-	(31,380)
Total	156,541	39,643	99,402	295,586

Prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 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

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 £15,468 (2021 - £11,452). At the year end date £2,011 (2021 - £1,572) was payable to the fund and is included in creditors.

20 Operating lease commitments

At 30 June 2022 the Charity had commitments to make future minimum lease payments under non cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	7,320	7,320
Later than 1 year and not later than 5 years	10,370	17,690
	17,690	25,010

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.

On 3 August 2022 the charity entered into a new lease with Westmorland Limited relating to land at Tebay Services. The term of the lease is 6 years and will be at a peppercorn rent per annum (if demanded).



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