



Community

## **NEO COMMUNITY**

INDEPENDENTLY EXAMINED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JANUARY 2023

Charity Number: 1182608

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JANUARY 2023**

**TRUSTEES**

Judi Blacow JP (Chair)  
Danny Hart  
Sheena McDermott  
Elaine Owen  
Matthew Davies  
Janet Heath  
Alan Woods  
Lindsey Edwards  
Anne Parsons  
Luke O'Dowd (appointed 1<sup>st</sup> April 2022)

**REGISTERED OFFICE**

Beaconsfield Community House, Rock Ferry, Merseyside CH42 3YN

**CHARITY NUMBER**

1182608

**BANKERS**

Lloyds Bank Plc  
Metro Bank

**INDEPENDENT EXAMINER**

Matthew Brown  
Adding Value Consultancy Ltd  
Studio 6, Bluecoat Chambers  
Liverpool  
L1 3BX

**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

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**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**TRUSTEES' REPORT**

The trustees present their report and accounts for the year ended 31 January 2023.

**ORGANISATION AND LEGAL STATUS**

NEO Community became a Charitable Incorporated Organisation (CIO) on 22 March 2019. As such, the charity does not have share capital. The organisation was established under a foundation model constitution, which established the charity's objects, governance and powers. The Trustees approve the policies for the charity. The Board of Trustees meets at least quarterly and in between as required. Management of the charity is overseen by the board of Trustees and delegated to the CEO and her staff.

**OBJECTIVES AND ACTIVITIES**

NEO Community is committed to promoting the growth of self-sustaining, resilient communities. NEO is at the forefront of reducing food waste and food insecurity through awareness, education, and food provision.

Through the provision of services and activities, the charity works with communities where hardship and deprivation are evident. Working with people regardless of faith, ethnic or social background, the charity provides support and a range of community services including the provision of affordable healthy food.

To support the CIOs objectives, a selection of the services provided from Beaconsfield Community House are listed below:

- Community food and supplies market
- Community cafe
- Lunch club
- Wellbeing services
- Crisis support
- Healthy food education
- Kids club
- Family club
- School holiday services
- Bingo

NEO continues to work collaboratively with other service providers, helping to provide wrap around support to service users.

**APPOINTMENT OF TRUSTEES**

The names of the trustees are shown on page 1 of these accounts. No remuneration is paid to any trustee for their services as a trustee, nor did any trustee have a material interest in any of the charity's contracts during the year.

## **TRUSTEES' REPORT**

Trustees are selected based upon professional skills to complement those of existing board members. Induction involves attending board meetings prior to appointment, meeting the management team and the Board and receiving copies of policies, business plans and accounts. Training is continually assessed and implemented by facilitators as required.

The Charity Trustees manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. It is the duty of each charity Trustee:

- a) to exercise his or her powers and to perform his or her functions in his or her capacity as a trustee of the CIO in the way he or she decides in good faith would be most likely to further the purposes of the CIO; and
- b) to exercise, in the performance of those functions, such care and skill as is reasonable in the circumstances having regard in particular to:
  - i) any special knowledge or experience that he or she has or holds himself or herself out as having and,
  - ii) if he or she acts as a charity Trustee of the CIO in the course of a business or profession, to any special knowledge or experience that it is reasonable to expect of a person acting in the course of that kind of business or profession.

Trustees are appointed for a specified timeframe, as indicated on their signed agreement form, after which they may retire, step down, or, if they wish, continue to service the charity, be nominated and elected anew.

### **TRUSTEE INDUCTION AND TRAINING**

Existing Trustees have participated in training and capacity building in order to ensure that they understand their legal obligations. Trustees are provided with a comprehensive induction pack along with peer support and mentoring. Trustees are encouraged to attend appropriate internal/external training events where these will facilitate understanding of their role.

Training offered during the year included:

- Trustee online briefings provided by the Charity Commission
- Charity governance training
- Continued programme of presentations and information papers at the Board

### **PUBLIC BENEFIT**

The Trustees have paid due regard to the Charity Commission guidance on public benefit in deciding what activities the charity should undertake. This report highlights some of the 2022-2023 achievements.

**TRUSTEES' REPORT**

**REMUNERATION OF KEY MANAGEMENT PERSONNEL**

The remuneration of key management personnel is determined by the board of trustees. The trustees consider the seniority of the post, the expertise and experience of the post holder, the local market conditions and sector market conditions for remuneration, and benchmarking information from similar organisations in determining the remuneration of key management personnel.

The trustees would like to thank the entire NEO Staff Team along with our dedicated team of volunteers and supporters.

**VOLUNTEERS**

NEO's team of volunteers (core team of around 25 regular volunteers) are reflective of the diverse make-up of the community. All undergo relevant background/safeguarding checks, and all complete NEO's induction process on starting. This provides all the necessary organisational background; Basic First Aid; Safeguarding; GDPR etc. along with how to access practical support and guidance for themselves and for others.

All volunteers take an active part in team meetings and are encouraged to give feedback and share knowledge. Time is set aside during meetings to discuss volunteer issues and development plans are available for those keen to progress.

**RISK MANAGEMENT**

The Trustees actively review the major risks which the charity faces, on a regular basis. The Trustees believe that maintaining the unrestricted reserves and combined with the annual review of the controls over key financial systems, provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which the organization faces and confirm that established systems are in place to mitigate these risks.

**REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR**

Our profile and our reputation have continued to grow. NEO is recognised nationally as one of the leading charities for most humanitarian needs and crisis support.

We have continued to build effective partnerships allowing us to deliver cook at home boxes and schools holiday food provision, providing families with take away staple food ingredients to cook in the home environment.

Crisis hampers, cleaning packs and emergency hot food provision has supported 2221 households, with 7733 individuals directly supported by NEO Community.

Throughout the year we have continued to provide additional support, fun and laughter during the school holidays for example:

- School holiday fun activities
- Christmas parties with children's gifts, entertainment, and visits from Santa

We have continued with our programme of refurbishments to both the building and the community garden this year. We also plan on the installation of new UPVC windows and doors, improving building efficiency and access for all for next year.

**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**TRUSTEES' REPORT**

**School Partnerships:**

NEO's successful school partnership programme has continued to grow, with social supermarkets now running in 9 local junior schools, with a growing waiting list of new schools eager to participate.

Our most recent school to open was Sandycroft Primary School in Flintshire. This Neo School Partnership is being run by and with the children from year 5 and 6.

We remain grateful to our funders at Tudor Trust for their continued support.

**School Pantry:**

Deliveries have continued this project, funded by WBC via the Household Support Fund. This involves delivery of food and household cleaning products to over 70 schools throughout the year.

We have also established a new partnership with Wirral Councils Leaving care team to implement a small offer at their centre in Birkenhead.

**Funders:**

Many thanks to all the amazing organisations that have supported us again this year - Steve Morgan Foundation in particular. We have also received significant support from The National Lottery, Awards for All, Wirral Borough Council, The Tudor Trust and our fantastic Ambassador supporters at GovData.

**Neo 50 Partnership**

NEO offers a partnership opportunity for businesses and individuals to pledge money each month to help underpin the work that NEO does, creating stability for the projects and the team.

Membership has continued to grow.  
Based on £100 per month basic membership we now have the equivalent of 27 partners.

**FUTURE PLANS**

Plans for 2023/2024 include:

- Continuing with the programme to increase the number of schools in our Schools Partnership, along with relevant training and stock provision.
- Continuation of building improvements
- Developing our warehouse space
- Continue with improvements to the community house i.e, new windows and external doors.

**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**TRUSTEES' REPORT**

**GOING CONCERN**

The financial statements have been prepared on a going concern basis. The trustees have considered the level of funds held and the expected level of income and expenditure for the twelve months from authorising these financial statements. The trustees assess the charity to be a going concern based on review of financial performance of the current financial year to date, the management accounts forecast for the remainder of financial year, the rolling cash flow forecast, and future funding commitments.

The Trustees acknowledge that the end of year deficit isn't ideal, however this was not a surprise as all grant funding had come to an end from September 2022 onwards. In the early stages of 2023, Neo Community has since secured grant funding that equals and exceeds previous years funding. The position of the Charity will be much stronger by the end of 2023-24, The charity is forecasting a healthy surplus for the year that will improve the financial position moving forward.

**FINANCIAL REVIEW**

Total incoming resources for the year ended 31 January 2023 were £987,510 (2022: £948,528) and total resources expended were £1,075,099 (2022: £938,359). The net outgoing resources for the year were £87,590 (2022: £10,169 net incoming).

The charity incurred a deficit on the unrestricted fund of £87,590 (2022: £10,169 surplus). Total funds on the Balance Sheet at the end of the year are £29,082 (2022: £116,672), this being made up of unrestricted funds of £29,082 (2022: £116,672) and restricted funds of £nil (2022: £nil). Taking into account £45,962 (2022: £47,086) of commitments for the future depreciation of fixed assets, this leaves the charity with negative free reserves of £16,468 (2022: £69,586 positive reserves).

**RESERVES POLICY**

It is the Charity's policy to hold free reserves in its unrestricted funds to establish an appropriate level of working capital and to protect the future operations of the Charity from the effects of any unforeseen variations in its income streams as part of policy of good financial management practice.

The Trustees have set a reserves policy which requires free reserves to be maintained at a level which can ensure that NEO Community's core charitable objectives can continue to be delivered even during a period of unforeseen difficulty.

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle. It takes into account:

- The resources required to manage and adjust staffing levels across the charity
- The resources required to fulfil existing contracts, leases and other obligations and commitments.

Based on these principles, the required target level of free reserves has been calculated as £90,000.

Business plans are regularly reviewed by management to ensure efficient use of resources, successful delivery of activities and sustainability. The charity will continue to build up its free reserves over time to meet the required target level.



**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**TRUSTEES' REPORT**

**TRUSTEES RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

The Trustees are required by law to prepare annual charity accounts for each financial year which give a true and fair view of the financial activities of the charity and of its financial position at the end of that year. In preparing those financial statements, the Trustees are required to:

- a) select suitable accounting policies and apply them consistently
- b) Make judgements and estimates that are reasonable and prudent
- c) Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

**APPROVAL**

This report was approved by the Board of Trustees on 28<sup>th</sup> September 2023



Judi Blacow  
Chairperson

**INDEPENDENT EXAMINER'S STATEMENT  
FOR THE YEAR ENDED 31 JANUARY 2023**

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

I report to the trustees on our examination of the accounts for the year ended 31 January 2023.

**Responsibilities and basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). The trustees consider that an audit is not required for this year under section 144(2) of the Act and that an independent examination is needed.

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

**Independent examiner's statement**

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

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

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



Matthew Brown, CPFA  
Adding Value Consultancy Ltd  
Accountants and Financial Management Consultants

Date: 28<sup>th</sup> September 2023

NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023

STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
<b>Income from generated funds:</b>				
Donations and legacies	17,025		17,025	45,860
Other Trading activities	16,600		16,600	20,825
Income from Investments	5,350		5,350	10
Income from Charitable Activities	887,395	61,139	948,534	881,833
<b>Total Income</b>	<b>926,371</b>	<b>61,139</b>	<b>987,510</b>	<b>948,528</b>
<b>Expenditure:</b>				
Expenditure on Charitable activities	1,002,286	61,139	1,063,425	929,255
Expenditure on Trading activities	11,674		11,674	9,104
<b>Total Expenditure</b>	<b>1,013,960</b>	<b>61,139</b>	<b>1,075,099</b>	<b>938,359</b>
<b>Net Income/(Expenditure)</b>	<b>(87,590)</b>	<b>0</b>	<b>(87,590)</b>	<b>10,169</b>
<b>Net Income/(expenditure) for the year</b>	<b>(87,590)</b>	<b>0</b>	<b>(87,590)</b>	<b>10,169</b>
Total funds brought forward	116,672	-	116,672	106,503
<b>Net funds carried forward</b>	<b>29,082</b>	<b>0</b>	<b>29,082</b>	<b>116,672</b>

All income and expenditure relate to continuing operations.

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

**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**BALANCE SHEET AT 31 JANUARY 2023**

	Notes	2023	2022
		£	£
<b>FIXED ASSETS</b>			
Tangible Fixed Assets	3	45,962	47,083
<b>CURRENT ASSETS</b>			
Debtors (amounts falling due within one year)	4	36,163	172,251
Cash at bank and in hand		<u>32,425</u>	<u>149,722</u>
		68,589	321,973
<b>CREDITORS: Amounts falling due within one year</b>	5	<u>(85,468)</u>	<u>(252,387)</u>
<b>NET CURRENT LIABILITIES</b>		(16,879)	69,586
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>29,082</u>	<u>116,669</u>
<b>RESERVES</b>			
Unrestricted funds	6	29,082	116,669
Restricted funds	7	<u>-</u>	<u>-</u>
		<u>29,082</u>	<u>116,669</u>

For the year ending 31 January 2023 the company was entitled to exemption under section 477 of the Companies Act relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the board of trustees on 28<sup>th</sup> September 2023 and signed on their behalf:

*J Blacow*

Judi Blacow  
Chairperson

**NOTES TO THE ACCOUNTS**

**1. ACCOUNTING POLICIES**

**1 a. Basis of Accounting**

The accounts have been prepared under the historical cost convention. The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**1b. Incoming Resources**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**1c. Resources Expended**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**1d. Allocation and Apportionment of Costs**

All costs relate to the single activity of the charitable company and are recognized accordingly.

**1e. Fund Accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

**1f. Depreciation**

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Equipment straight line 25%

**1g. Pension Costs**

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

**1h. Turnover**

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax, and includes donations and grants.

**NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023**

**NOTES TO THE ACCOUNTS**

**1. ACCOUNTING POLICIES (continued)**

**1 i. Leasing Commitments**

Rentals payable under operating leases are charged to the income and expenditure account on a straight-line basis over the term of the lease. Incentives received to enter into a lease agreement are recognised in the profit and loss account over the shorter of the lease term and the period to the next lease review.

**1j. Policy for Basis of Accounts Preparation**

At the time of preparing the accounts the Trustees have reasonable expectation that the charity has adequate resources to continue in operational existence in the foreseeable future. The Trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts.

**1k. Policy for Creditors and Provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are generally recognised at their settlement amount.

**1l. Policy for Cash and Bank**

Cash at Bank and Cash in Hand includes cash and short-term liquid deposits.

**1m. Policy for Debtors**

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid after taking accounting of any discount due.

**1n. Policy for Tax Status**

The Charity is a registered Charity and claims exemption from corporation tax.

**1o. Policy for Income Recognition**

Items of income are recognised and included in the accounts when all the following are met: (1) The charity has entitlement to the funds; (2) Any performance conditions attached to the income have been met or are fully within the control of the charity; (3) There is sufficient certainty that receipt of the income is considered probable and (4) The amount can be measured reliably.

**1p. Policy for Financial Instruments**

The charity 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.

**NEO COMMUNITY**  
**ACCOUNTS FOR THE YEAR ENDED 31<sup>st</sup> JANUARY 2023**

**NOTES TO THE ACCOUNTS**

**2. DIRECTORS AND EMPLOYEES**

No trustee received any remuneration for their services as a trustee (2022: nil).

Employee costs for the year were as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Salaries and wages	227,899	192,991
Social Security Costs	16,459	7,796
Pension Costs	3,873	2,773
	<u>248,231</u>	<u>203,560</u>

	<b>2023</b>	<b>2022</b>
The average number of employees during the year was:	15	14

There were no employees who received employee benefits of more than £60,000 in the year.

**3. TANGIBLE FIXED ASSETS**

	<b>Equipment</b>
	<b>£</b>
Cost 31 January 2022	69,364
Additions in year	<u>17,603</u>
<b>Cost 31 January 2023</b>	<u><b>86,967</b></u>

Depreciation 31 January 2022	22,278
Charge for the year	<u>18,728</u>
<b>Depreciation 31 January 2023</b>	<u><b>41,006</b></u>

Net Book Value 31 January 2022	<u>47,086</u>
<b>Net Book Value 31 January 2023</b>	<u><b>45,962</b></u>

NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023

NOTES TO THE ACCOUNTS

**4. DEBTORS**

	2023 £	2022 £
Amounts falling due within one year:		
Prepayments	30,189	1,321
Accrued Income and Other debtors	5,975	170,930
	<u>36,163</u>	<u>172,251</u>

**5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023 £	2022 £
Accruals	3,068	2,551
Deferred Income	82,400	249,836
	<u>85,468</u>	<u>252,387</u>

**6. UNRESTRICTED FUNDS**

	Brought forward £	Incoming resources £	Outgoing resources £	Carried forward £
General Fund	116,672	926,371	(1,013,960)	29,082

**7. RESTRICTED FUNDS**

	Brought forward £	Incoming resources £	Outgoing resources £	Carried forward £
Steve Morgan Foundation	0	24,139	24,139	0
School for Social Entrepreneurs	0	30,000	30,000	0
WBC - Winter Small Grants Scheme	0	7,000	7,000	0
	<u>0</u>	<u>61,139</u>	<u>61,139</u>	<u>0</u>

**8. RELATED PARTY TRANSACTIONS**

Fees of £1495 were paid to a company where one of the trustees is a director (2022: £1479) for the provision of payroll services.

There were no other transactions to report as related party transactions.



NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023

NOTES TO THE ACCOUNTS

**9. ANALYSIS OF INCOMING RESOURCES**

	2023		2022	
	£		£	
<b>Income from Charitable Activities</b>				
Steve Morgan Foundation	24,139		25,361	
WBC - Winter Small Grants Scheme	7,000		0	
School for Social Entrepreneurs	30,000		5,000	
	<u>61,139</u>		<u>30,361</u>	
Social Supermarket	69,673		20,294	
Wirral Borough Council HAF support schools	10,940		27,783	
Edsential (HAF)	135,464		184,531	
BHEAD Youth Club (HAF)	14,950		0	
Gautby Food (HAF)	4,220		5,827	
Wirral Borough Council Household Support & crisis grants	241,000		109,836	
Wirral Borough Council Hamper Support	0		13,162	
Wirral Borough Council Covid Grants	0		350,690	
WBC Household Support School Pantry 2022	249,836		0	
WBC Household Support School Pantry 2023	30,000		0	
PTC	10,000		0	
Tudor Trust	34,000		41,000	
Wirral 50	20,600		23,900	
Arnold Clark grant	1,000		1,000	
WEA	5,463		0	
Groundwork	250		0	
Kickstart	0		19,744	
Shaftsbury Youth Club grant	0		5,000	
Independent Food Covid Grant	0		200	
Other Hamper Support	0		27,861	
CJRS furlough grant	0		7,145	
Enterprise Car Rental grant	0		13,500	
Consultancy	59,999		0	
	<u>887,395</u>		<u>851,473</u>	
<b>Income from Trading Activities</b>				
Room Hire and Rent	1,609		7,383	
Catering	14,992		1,793	
Other	<u>16,600</u>		<u>11,648</u>	
				20,824
<b>Income from Donations and legacies</b>				
Voluntary income and donations	17,025		45,860	
	<u>17,025</u>		<u>45,860</u>	
				45,860
<b>Income from Investments</b>				
Bank interest	5,350		10	
	<u>5,350</u>		<u>10</u>	
	<u>987,510</u>		<u>948,528</u>	

**10. ANALYSIS OF OUTGOING RESOURCES**

NEO COMMUNITY  
ACCOUNTS FOR THE YEAR ENDED 31st JANUARY 2023

NOTES TO THE ACCOUNTS

	2023	2022
	£	£
Catering and café	30,780	21,996
Social Supermarket	13,215	8,996
Activities for Young People	8,596	11,809
Holiday activities	121,856	118,675
Kids club	6,440	4,673
Activities for Adults	17,856	8,985
FareShare	6,784	5,735
Crisis and hamper support	407,497	364,445
Staff and management costs	238,898	218,210
Premises, office costs and insurance	118,037	76,371
Rent	279	9,487
Marketing & consultancy	8,016	4,192
Transport costs	28,633	19,107
Training	4,509	11,605
Trips and residentials & hospitality	22,334	19,020
Volunteer expenses	15,335	14,157
Depreciation of equipment	18,728	17,292
Bank charges, legal and accountancy costs	<u>7,307</u>	<u>3,604</u>
 <b>Total resources expended</b>	 <u><b>1,075,099</b></u>	 <u><b>938,359</b></u>