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| Email: | nigel.lecky@esteem.org.uk |
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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

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FOR THE YEAR ENDED 31 MARCH 2023

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ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

Why ESTEEM exists

Headline statistics for the year

7819 contact youth-work hours
241 young adults in contact with ESTEEM
188 engaging in sessions

Breakdown of sessions by area:

209 mentoring sessions
167 counselling sessions
268 social activities
102 work experience/volunteer sessions (approximately 4 hours each)

Breakdown of young adult engagement by area:

62 in Work experience
111 accessing Social Activities
14 - in Counselling (an average of 20 sessions per person)
25 - in Mentoring
32 - in Participation

How and why we do what we do

(Overview)

At ESTEEM, everything that happens is based on our 3 underpinning values: Trust, Support and Respect.

These values drive our own particular approach. We are focused on people's strengths and avoid othering young adults by labelling. We build from strengths and actively facilitate independence and initiative, aiming for young adults to work jointly with staff to create and embed progress in their lives. We offer young adults the time they need to trust and experience being trusted, to learn and to grow. Within ESTEEM, the emphasis is on everyone working together to create a safe and creative space of mutual respect, belonging, learning and growth.

Young adults can access a range of person centred, wraparound opportunities. These include 1-2-1 support, in the form of support to engage, mentoring, counselling and wellbeing sessions such as Walk and Talk. We also provide group activities where there's space to develop social relationships and the chance to get outside, get active, and have a meal. We offer volunteering and work experience opportunities wherever possible.

Crucially, there are chances for any young adult to contribute at every level of ESTEEM, from supporting others to influencing decisions and being directly involved in how ESTEEM is run. Through this range of opportunities, young adults can access the support they need to survive and cope with their life challenges and to create positive changes in their own lives. The safe environment we foster also helps young adults to feel a sense of belonging and to contribute to others, both of which are linked to improved confidence, self-ESTEEM and development of agency. These are the developments that we strive for in our work together.



**REPORT OF THE TRUSTEES FOR THE
YEAR ENDED 31 MARCH 2023**

We believe that accessing our support and activities can help young adults to develop positive cycles, despite any inequities or complex barriers they face. Young adults can access support to develop the capacity to thrive in their adult lives in the longer term. By continuing to grow and value themselves, young adults can make a meaningful contribution to others around them (their peers, families and communities). These developments are linked to each other and reinforce each other. For example, belonging and confidence promote contribution to others and the experience of this increases belonging and confidence even further.



The 2023 Road Ahead report by the National Council for Voluntary Organisations (NCVO) focuses on the impact of cost-of-living pressures on the third sector and identifying key predictions for the immediate to medium term future. First and foremost it highlights that running costs have already risen dramatically and will continue to rise, with high inflation affecting energy prices, consumables and staff wages. With regard to income, there are risks presented by trends of decreasing income for voluntary organisations with budgets under £1 million, and higher demand for what is a fairly static funding pot from local Councils and from non-statutory funders. The NPC report Recognising social value in public procurement (September 2022) estimates that public sector contracts do not usually cover full costs and are becoming increasingly short term as Councils face their own unprecedented budget pressures. Research by ProBono Economics and Nottingham Business School found that 55% of charities are using reserves to meet operating costs which is a sustainability risk. Whilst ESTEEM is not in this position currently, it is evidence of a challenging financial environment for our organisation and we need a better diversification of income to mitigate potential losses or end of current funding streams. The decision of West Sussex County Council to sell our much-loved building (the Old School House) is an additional pressure. Alongside this, our services are needed more than ever before, with government statistics showing a 25% increase in the number of young people with an identified mental health need and NHS mental health services for children and young people increasingly unable to meet more than a fraction of demand. Several voluntary sector young people's services in Sussex have recently closed, unable to sustain their required income. These environmental factors indicate that a time of consolidation and a focus on financial sustainability is the right focus for ESTEEM. It does not preclude ambition for growth, but it highlights the need for financial caution in our decision making over the short to medium term.

ESTEEM has enjoyed a period of rapid growth in income, staffing and range of support options. This has enabled us to offer more opportunities for young adults to cope with challenging life situations and to develop and thrive now and into the future. We are all confident that what we are doing is working and now we want to be able to evidence this strongly to ourselves, to young adults who are not yet accessing our opportunities, to the communities in which we work and to those who might potentially fund our current and future delivery. Our young adults' strategy working groups and staff, in particular, feel that now is the time to consolidate our practices, consider our impact for individual young adults and how this can be maximised and to ensure we are the best we can be. All of these considerations have guided our strategic aims and goals.

ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

This year in detail

A summary of ESTEEM's 3-year Strategic Aims and key developments over the last year:

Aim 1: Involve young adults as partners in everything we do

Two young adults, three members of staff and one trustee have made good progress against Participation Objectives.

Six young adults formed an organisational strategy working group that met over a series of workshops led by strategic consultant, Anne Rathbone. The group were helped to understand the purpose of an organisational strategy before deciding on their own strategic priorities and then joining the staff and trustee strategy away-day as equal partners.

A draft ESTEEM Young Adult payment policy has been developed, by staff in consultation with young adults, to bring consistency and transparency to how we recognise young adults' contributions to participation projects at ESTEEM.



Aim 2: Create spaces for young adults to thrive

ESTEEM has connected with the Ukrainian community within West Sussex following a successful funding bid to support integration of Ukrainian refugees. In addition, ESTEEM is hosting two training providers on supporting all youth refugees. Local youth providers are invited, upskilling 40 staff and volunteers. This project was in collaboration with Syd Youth, and is with thanks to Adur & Worthing Council for funding.

We delivered a 4-day Easter holiday HAF (Holidays, Activities and Food) Programme with funding from WSCC. Activities included swimming, bushcraft, indoor climbing, rifle shooting, bowling and volleyball. 15 young adults aged between 14-16 years attended in total, many attending on multiple days.



ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Aim 3: Promote individual development and growth

Several workshops have been held for over 30 young adults and staff, including "Getting in the yes pile" focusing on applying for jobs and CV building, and a barista workshop at The One Church in March. A workshop on Accessible Communication led by a young adult at ESTEEM, covered verbal and nonverbal communication, the neurodiverse umbrella and understanding sensory processing disorder.

We restructured our ongoing training offer for mentors. The first training session on growth mindset, see here. Some key partnerships were developed with well-reputed organisations including:-

Allsorts - recruiting an LGBTQ+ specific counsellor to ESTEEM's counselling team

Peer Power - collaboration amplifying youth voice in political and social spheres, training and workshops

Shoreham Academy - a partnership bringing an ESTEEM counsellor into Shoreham Academy once a week to help alleviate waiting lists and continue to foster good relationships



Aim 4: Develop an organisation that works as well as possible

- Our Programmes Manager began a CMI Level 7 master apprenticeship in strategic management and leadership.
- We set up new financial systems, processes and procedures, working closely with our treasurer and PJCO.
- A Central Team has developed, led by the Head of Safeguarding, Participation and Operations, including a 30 hr Admin Assistant role to staff the front desk and support the team.
- A Team Charter was created following a number of workshops with the whole staff team.
- 4 Quarterly Staff team wellbeing weeks were held, giving time to reflect, review and focus on self-care.

Final updates

Over the year, ESTEEM's staff team has grown to 12 staff (9.3 FTE), from 10 (7 FTE). This includes introducing a full-time Wellbeing youth-worker, and a fundraising team (Head of Fundraising, and Community Engagement Assistant) to support the CO.

The Old School House, where ESTEEM is based, is at risk of being sold by the local district council. The Council have told us they need to sell our building. We have a plan to purchase our home from the council, and have shared this with Dr Catherine Howe, A7W Chief Exec, and her team in a positive first meeting.

We couldn't afford to compete on the open market with developers, so are hoping to find an alternative solution that works for both us and the Council. Our main aim is to keep our doors open to the 250 young adults who call Old School House home. So we are now asking our community and partners from across different sectors, to get behind us and show their support.

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

FINANCIAL REVIEW

Financial position

For the year ended 31 March 2023 ESTEEM achieved a total income of £415,646. Expenditures were £356,936, with a resulting net surplus of £58,710. Total funds on 31st March 2023 were £171,429 (2022 £112,719), of which £97,194 were restricted and £74,235 were unrestricted.

ESTEEM's principal funding comes from the National Lottery and charitable trusts and foundations. Fundraising events and voluntary donations make up the majority of the remaining income.

Reserves policy

ESTEEM maintains financial reserves to ensure the continuity of the quality and level of service provided to young adults. These resources enable the charity to respond to volatility in income and to cover unforeseen events or to explore opportunities. Over the coming five years, the trustees aim to build reserves sufficient to cover six months of operational costs, with the medium-term goal of reaching three months in one to two years.

As of March 31, 2023, ESTEEM's unrestricted reserves were £74,235, equivalent to two months of operational costs. The trustees believe this level reserves, while below the medium-term goal, is sufficient considering secured funding, ESTEEM's reserve-building history and plans to enhance fundraising, including the recruitment of a specialist fundraising manager.

ESTEEM

**REPORT OF THE TRUSTEES FOR THE
YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

Trustees

Ms A Rathbone (appointed 29.10.2023)
Mr P Hudson
Mr N Lecky
Ms S O'Dowd
Ms R Batten
Ms P Parker (appointed 1.5.22)

Independent Examiner

Peter Jarman FCCA
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on and signed on its behalf by:

.....
Trustee

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

Independent examiner's report to the trustees of Esteem

I report to the charity trustees on my examination of the accounts of Esteem (the Trust) for the year ended 31 March 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').

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 applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

I have completed my examination. I confirm that no 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.

Peter Jarman FCCA

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2023

| | Notes | Unrestricted funds £ | Restricted fund £ | 2023 Total funds £ | 2022 Total funds £ |
|------------------------------------|-------|----------------------------------|--------------------------------|-----------------------------|-----------------------------|
| INCOME AND ENDOWMENTS FROM | | | | | |
| Donations and legacies | | 51,870 | 357,698 | 409,568 | 322,781 |
| Other trading activities | 2 | 1,078 | - | 1,078 | 2,916 |
| Other income | | - | 5,000 | 5,000 | 4,000 |
| Total | | 52,948 | 362,698 | 415,646 | 329,697 |
| EXPENDITURE ON | | | | | |
| Charitable activities | | | | | |
| General | | 27,972 | 328,361 | 356,333 | 318,538 |
| Other | | 216 | 387 | 603 | 619 |
| Total | | 28,188 | 328,748 | 356,936 | 319,157 |
| NET INCOME | | | | | |
| Transfers between funds | 8 | 24,760 (12,757) | 33,950 12,757 | 58,710 - | 10,540 - |
| Net movement in funds | | 12,003 | 46,707 | 58,710 | 10,540 |
| RECONCILIATION OF FUNDS | | | | | |
| Total funds brought forward | | 62,232 | 50,487 | 112,719 | 102,179 |
| TOTAL FUNDS CARRIED FORWARD | | 74,235 | 97,194 | 171,429 | 112,719 |

The notes form part of these financial statements

ESTEEM**BALANCE SHEET**
31 MARCH 2023

| | Notes | Unrestricted funds £ | Restricted fund £ | 2023 Total funds £ | 2022 Total funds £ |
|--|-------|-------------------------|----------------------|-----------------------------|-----------------------------|
| FIXED ASSETS | | | | | |
| Tangible assets | 5 | 49 | 742 | 791 | 1,249 |
| CURRENT ASSETS | | | | | |
| Debtors | 6 | - | 6,483 | 6,483 | 3,883 |
| Cash at bank and in hand | | 121,277 | 144,460 | 265,737 | 160,949 |
| | | <u>121,277</u> | <u>150,943</u> | <u>272,220</u> | <u>164,832</u> |
| CREDITORS | | | | | |
| Amounts falling due within one year | 7 | (47,091) | (54,491) | (101,582) | (53,362) |
| NET CURRENT ASSETS | | <u>74,186</u> | <u>96,452</u> | <u>170,638</u> | <u>111,470</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | <u>74,235</u> | <u>97,194</u> | <u>171,429</u> | <u>112,719</u> |
| NET ASSETS | | <u>74,235</u> | <u>97,194</u> | <u>171,429</u> | <u>112,719</u> |
| FUNDS | 8 | | | | |
| Unrestricted funds | | | | 74,235 | 62,232 |
| Restricted funds | | | | <u>97,194</u> | <u>50,487</u> |
| TOTAL FUNDS | | | | <u>171,429</u> | <u>112,719</u> |

The financial statements were approved by the Board of Trustees and authorised for issue on
..... and were signed on its behalf by:

.....
Trustee

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost 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.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost
 Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

| | 2023 | 2022 |
|--------------------|-------------------|-------------------|
| | £ | £ |
| Fundraising events | 1,078 | 2,916 |
| | <u> </u> | <u> </u> |

**NOTES TO THE FINANCIAL STATEMENTS - continued FOR
THE YEAR ENDED 31 MARCH 2023****3. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted funds £ | Restricted fund £ | Total funds £ |
|------------------------------------|-------------------------|----------------------|---------------------|
| INCOME AND ENDOWMENTS FROM | | | |
| Donations and legacies | 31,064 | 291,717 | 322,781 |
| Other trading activities | 2,811 | 105 | 2,916 |
| Other income | - | 4,000 | 4,000 |
| Total | <u>33,875</u> | <u>295,822</u> | <u>329,697</u> |
| EXPENDITURE ON | | | |
| Charitable activities | | | |
| General | 16,996 | 301,542 | 318,538 |
| Other | 111 | 508 | 619 |
| Total | <u>17,107</u> | <u>302,050</u> | <u>319,157</u> |
| NET INCOME/(EXPENDITURE) | 16,768 | (6,228) | 10,540 |
| Transfers between funds | 24,915 | (24,915) | - |
| Net movement in funds | 41,683 | (31,143) | 10,540 |
| RECONCILIATION OF FUNDS | | | |
| Total funds brought forward | 20,549 | 81,630 | 102,179 |
| TOTAL FUNDS CARRIED FORWARD | <u>62,232</u> | <u>50,487</u> | <u>112,719</u> |

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2023**5. TANGIBLE FIXED ASSETS**

| | Plant and machinery £ | Computer equipment £ | Totals £ |
|-----------------------------------|-----------------------------|----------------------------|--------------|
| COST | | | |
| At 1 April 2022 and 31 March 2023 | <u>1,842</u> | <u>324</u> | <u>2,166</u> |
| DEPRECIATION | | | |
| At 1 April 2022 | 737 | 180 | 917 |
| Charge for year | <u>368</u> | <u>90</u> | <u>458</u> |
| At 31 March 2023 | <u>1,105</u> | <u>270</u> | <u>1,375</u> |
| NET BOOK VALUE | | | |
| At 31 March 2023 | <u>737</u> | <u>54</u> | <u>791</u> |
| At 31 March 2022 | <u>1,105</u> | <u>144</u> | <u>1,249</u> |

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2023 £ | 2022 £ |
|---------------|--------------|--------------|
| Trade debtors | <u>6,483</u> | <u>3,883</u> |

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2023 £ | 2022 £ |
|---------------------------------|----------------|---------------|
| Trade creditors | 3,161 | 3,274 |
| Social security and other taxes | 7,010 | - |
| Pension control | - | 1,097 |
| Deferred income | 91,411 | 48,991 |
| | <u>101,582</u> | <u>53,362</u> |

8. MOVEMENT IN FUNDS

| | At 1.4.22 £ | Net movement in funds £ | Transfers between funds £ | At 31.3.23 £ |
|---------------------------|----------------|----------------------------------|------------------------------------|--------------------|
| Unrestricted funds | | | | |
| Unrestricted funds | 62,232 | 24,760 | (12,757) | 74,235 |
| Restricted funds | | | | |
| Restricted funds | 50,487 | 33,950 | 12,757 | 97,194 |
| TOTAL FUNDS | <u>112,719</u> | <u>58,710</u> | <u>-</u> | <u>171,429</u> |

**NOTES TO THE FINANCIAL STATEMENTS - continued FOR
THE YEAR ENDED 31 MARCH 2023****8. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|------------------------|
| Unrestricted funds | | | |
| Unrestricted funds | 52,948 | (28,188) | 24,760 |
| Restricted funds | | | |
| Restricted funds | 362,698 | (328,748) | 33,950 |
| TOTAL FUNDS | 415,646 | (356,936) | 58,710 |

Comparatives for movement in funds for 2021/22:

| | At 1.4.21 £ | Net movement in funds £ | Transfers between funds £ | At 31.3.22 £ |
|---------------------------|----------------|-------------------------------|---------------------------------|--------------------|
| Unrestricted funds | | | | |
| Unrestricted funds | 20,549 | 16,768 | 24,915 | 62,232 |
| Restricted funds | | | | |
| Restricted funds | 81,630 | (6,228) | (24,915) | 50,487 |
| TOTAL FUNDS | 102,179 | 10,540 | - | 112,719 |

Comparative net movement in funds, included in the above are as follows:

| | Incoming resources £ | Resources expended £ | Movement in funds £ |
|---------------------------|----------------------------|----------------------------|------------------------|
| Unrestricted funds | | | |
| Unrestricted funds | 33,875 | (17,107) | 16,768 |
| Restricted funds | | | |
| Restricted funds | 295,822 | (302,050) | (6,228) |
| TOTAL FUNDS | 329,697 | (319,157) | 10,540 |

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR
THE YEAR ENDED 31 MARCH 2023**

| | 2023 £ | 2022 £ |
|---------------------------------------|-----------|-----------|
| INCOME AND ENDOWMENTS | | |
| Donations and legacies | | |
| Donations | 33,562 | 42,033 |
| Gift aid | 320 | 15 |
| Grants | 369,061 | 277,196 |
| Donated services and facilities | 6,625 | 3,537 |
| | <hr/> | <hr/> |
| | 409,568 | 322,781 |
| Other trading activities | | |
| Fundraising events | 1,078 | 2,916 |
| Other income | | |
| Employment allowance | 5,000 | 4,000 |
| | <hr/> | <hr/> |
| Total incoming resources | 415,646 | 329,697 |
| EXPENDITURE | | |
| Charitable activities | | |
| Postage and stationery | 25 | 205 |
| Publicity and promotions | 9,093 | 3,132 |
| Venue hire | - | 260 |
| Volunteer expenses | 847 | 1,608 |
| Insurance | 1,878 | 1,557 |
| Travel | 5,997 | 1,371 |
| Staff well-being | 1,245 | 752 |
| Kitchen | - | 220 |
| Cleaning | 1,991 | 1,004 |
| Wages | 253,586 | 238,824 |
| Tax & social security | 22,303 | 17,405 |
| Pensions | 5,179 | 4,379 |
| Recruitment | 354 | 1,599 |
| Training | 1,573 | 1,778 |
| Subcontractors | 13,429 | 8,811 |
| Activity resources | 11,079 | 9,248 |
| Social enterprise | - | 137 |
| Office rent & upkeep | 8,283 | 15,231 |
| | <hr/> | <hr/> |
| | 336,862 | 307,521 |
| Other | | |
| Bank charges | 145 | 161 |
| Depreciation of tangible fixed assets | 458 | 458 |
| | <hr/> | <hr/> |
| | 603 | 619 |
| Support costs | | |

This page does not form part of the statutory financial statements

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR
THE YEAR ENDED 31 MARCH 2023**

| | 2023 | 2022 |
|-------------------------------|----------------|---------|
| | £ | £ |
| Support costs | | |
| Finance | | |
| Professional fees | 11,412 | 8,371 |
| Information technology | | |
| Telephone | 2,668 | 2,676 |
| Office equipment | 40 | (663) |
| Subscriptions | 5,351 | 633 |
| | 8,059 | 2,646 |
| Total resources expended | 356,936 | 319,157 |
| Net income | 58,710 | 10,540 |

This page does not form part of the statutory financial statements