

MENSCRAFT

England & Wales · Charity number 1188578

Details

Other names	MENSCRAFT CIC
Status	Registered
Legal form	CIO
Registered	2020-03-16
Register	View on the Charity Commission register

Contact

Address	35 Bishopgate Norwich Norfolk NR1 4AA
Phone	0800 208 8382
Email	info@menscraft.org.uk
Website	www.menscraft.org.uk

Activities

Objects: TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING MEN AND BOYS OF ALL AGES WITHIN NORFOLK AND SURROUNDING AREAS, FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY IN PARTICULAR BUT NOT EXCLUSIVELY BY: A) PROVIDING FACILITIES IN WHICH THEY CAN MEET JOINTLY OR INDIVIDUALLY TO UNDERTAKE CREATIVE, PHYSICAL OR RECREATIONAL ACTIVITIES, LEARN OR PASS ON SKILLS AND KNOWLEDGE AND SUPPORT EACH OTHER SOCIALLY;B) PROVIDING PRACTICAL ADVICE AND SUPPORT TO THOSE INDIVIDUALS;C) RAISING PUBLIC AWARENESS OF THE ISSUES AFFECTING THOSE INDIVIDUALS BOTH GENERALLY AND IN RELATION TO THEIR INCLUSION; ANDD) PROVIDING ADVICE SO THAT THE LOCAL COMMUNITY AND BUSINESSES CAN ADAPT THEIR SERVICES TO BETTER UNDERSTAND AND MEET THE NEEDS OF THOSE INDIVIDUALS.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL).

Activities: MensCraft supports the wellbeing of men and boys through a range of activities including support groups, services for those at risk of suicide, social activities and the Caring Dads programme.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£498,843	£564,082	-	-
2024-03-31	£664,200	£556,782	£418,167	16
2023-03-31	£484,141	£418,168	-	-
2022-03-31	£348,879	£293,912	-	-
2021-03-31	£413,801	£223,992	-	-

Trustees

Name	Role	Appointed
Alexander Paschal Durand	Chair	2025-12-03
Charles Ison		2020-03-16
Dr Georgia Philip		2020-03-16
Joel Matthew David Sharp		2025-06-03
John Paul Dewing		2025-12-03
Mark Ian Farrington		2025-12-03
Michael James Twigg		2024-09-25
Paul Kay		2023-11-22
Sam Watts		2020-03-16
Susan Kelly		2020-03-16
Wesley Anderson		2025-03-19

MENSCRAFT

England & Wales - Charity number 1188578

Accounts

Menscraft

Report and Financial Statements

For the year ended 31 March 2025

Charitable Incorporated Organisation
Registered no: 1188578

Menscraft

For the year ended 31 March 2025

Contents	Page
Legal and administrative information	1
The Chair's report	2
Report of the Trustees	4
Report of the Independent Examiner	8
Statement of Financial Activities	9
Balance Sheet	10
Cash Flow statement	11
Notes forming part of the financial statements	12

Menscraft

Legal and administrative information For the year ended 31 March 2025

Charitable Incorporated Organisation (CIO): Menscraft

Registered Charity number: 1188578

Trustees: Tim Arnold (resigned 17 March 2025)
Susan Kelly
Sam Watts
Michael Twigg (appointed 25 September 2024)
Paul Kay
Charles Ison
Dr Georgia Philip
Mark Farrington (appointed 3 December 2025)
Alexander Durand (appointed 3 December 2025)
John Dewing (appointed 3 December 2025)
Pranvera Shema Smith (appointed 3 June 2025)
Joel Sharp (appointed 3 June 2025)
Wesley Anderson (appointed 19 March 2025)

Principal office: 6 The Cottage, St. Johns Alley
Norwich, NR2 1DR

Independent Examiner: I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
124 Thorpe Road
Norwich, NR1 1RS

Bankers: The Co-Operative Bank Plc
Skelmersdale Branch
PO Box 250
Skelmersdale, WN8 6WT

Menscraft

The Chair's report For the year ended 31 March 2025

2024–25 has been another positive and encouraging year for the charity supporting the mental health and wellbeing of men and boys across Norfolk.

This year has once again demonstrated both the scale of need for our work and the resilience of the organisation in responding to it. I am proud to report that the charity has continued to deliver high-quality support while strengthening its financial position, despite an increasingly challenging funding landscape. The Board remains mindful of these challenges and continues to prioritise long-term sustainability while ensuring resources are directed where they can have the greatest impact.

Over the past year, we have seen a marked rise in public debate around men's wellbeing. While this increased visibility is welcome, it also reinforces the responsibility placed on organisations such as ours to ensure that we're impacting those who most need it. Another particularly notable development during the year was the announcement and subsequent call for evidence for the first-ever national Men's Health Strategy. This represents a landmark moment and a long-overdue recognition of the specific health and wellbeing challenges faced by men and boys. I believe we are well placed to lead on this agenda locally.

We also made substantial progress in the development of our therapeutic offer. Building on our established support services, we have focused increasingly on addressing the underlying difficulties men encounter. Collaboration has remained central to our work, and I am particularly pleased to highlight our achievement of associate status with the University of East Anglia. This partnership strengthens our ability to connect practice with research and contribute to wider learning around men's mental health.

I would like to place on record my sincere thanks to our Chief Executive Tim, whose leadership, commitment, and strategic insight have been central to the charity's progress this year. I am also deeply grateful to all our staff, whose professionalism, compassion, and dedication underpin everything we achieve. Their work makes a real and lasting difference to the lives of men and boys, often in the most difficult circumstances. This year has also seen 90% retention of the team demonstrating commitment and continuity to our mission.

My thanks also extend to our funders, partners, and supporters. In a competitive and uncertain funding environment, your continued belief in our mission has enabled us to maintain and develop our services. I would also like to recognise the extraordinary efforts of our fundraisers, whose energy and commitment have played a role in strengthening our financial resilience and raising awareness of men's and boys' mental health.

Menscraft

The Chair's report – cont'd For the year ended 31 March 2025

Finally, I would like to thank my fellow Trustees for their time, expertise, and unwavering commitment to good governance. The board membership has significantly increased, welcoming some very passionate and well connected individuals and I believe the board has never been better placed to support the organisation to thrive. As we look ahead to the coming year, the Board remains confident that, with a strong leadership team and dedicated workforce the charity is well placed to build on the progress of 2024–25 and continue making a meaningful difference.



.....

Sam Watts, Chair of Trustees

Menscraft

Report of the Trustees For the year ended 31 March 2025

The Trustees of MensCraft are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2025.

MensCraft was given CIO status on the 16th March 2020 following its formation as a community interest company (CIC) in 2010.

MensCraft is a Charitable Incorporated Organisation Registration Number 1188578
The Cottage, St. Johns Alley, Norwich, NR2 1DR
www.menscraft.org.uk

Objectives and activities

As set out in our governing document our primary objectives are:

To promote social inclusion for the public benefit by preventing men and boys of all ages within Norfolk and surrounding areas, from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society in particular but not exclusively by:

- a) providing facilities in which they can meet jointly or individually to undertake creative, physical or recreational activities, learn or pass on skills and knowledge and support each other socially;
- b) providing practical advice and support to those individuals;
- c) raising public awareness of the issues affecting those individuals both generally and in relation to their inclusion; and
- d) providing advice so that the local community and businesses can adapt their services to better understand and meet the needs of those individuals.

By 'socially excluded' we mean being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental).

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

The Trustees can confirm that they have had paid due regard to the guidance issued by the Charity Commission on public benefit.

Menscraft

Report of the Trustees – cont'd For the year ended 31 March 2025

MensCraft supports boys and men of all ages

We offer information, activities and programmes to meet the challenges of the different life stages.

Our approach is strengths based. We seek a positive and deeper understanding of masculinity and one that promotes equalities. We support young men making the transition to adulthood; men as fathers, those experiencing difficulties, for example in their relationships, work or with their mental health. We provide one-to-one support, group work and access to other specialist services. Our range of activities give boys and men purpose, the opportunity for connection with others, and opportunities for improved wellbeing.

MensCraft's starting point is that happier and healthier men make for better brothers, partners, fathers, sons, friends and colleagues.

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

While some (unhelpful) norms remain entrenched in how masculinity is expressed, validated and contested, our starting point is that a 'mature or integrated' masculinity goes beyond the 'myth of the Hero'.

Treasurer's report

The year to 31 March 2025 was another positive one for Menscraft. Whilst our income showed a slight drop to £498,843, prudent management has allowed us to maintain the range and reach of our services to men in Norfolk. Whilst a comparison to the 23/24 income figures shows a significant decrease from the previous year this can be explained by the timing of invoice generation and payments running across the year end accounting periods of 23/24 and 24/25 respectively. Our expenditure showed a minimal increase to £564,082 illustrating our focus on expense management which has allowed us to largely absorb inflationary pressures. Whilst the net result of the period has decreased our overall assets from £418,167 to £367,788 this was predicted in my last report and serves to correct the timing issues mentioned above.

It is becoming clear that we are in an increasingly competitive funding environment and we anticipate that there will be no let off in these financial challenges.

I would like to thank all our staff for their efforts working with our revised financial systems and processes. The changes we have introduced have allowed us a much greater degree of control and have proved to be less cumbersome and more responsive to our needs. Of course, there remains work to be done, and we are working to perfect our budgeting and reporting capability, however we exit this period in a significantly better place due to everyone's efforts.

Menscraft

Report of the Trustees – cont'd For the year ended 31 March 2025

Throughout the coming year we will continue our focus on our core costs (insurance, IT, Premises, HR and Finance etc.) to identify further opportunities for savings within the demands of our service offerings.

The general fund is intended to provide an internal source of funds to cover situations where there may be a sudden increase in expenses, one-off unbudgeted expenses, uninsured losses or unanticipated losses in funding (hence to cover a short-term funding gap whilst alternative income streams are sought). It is not intended to replace a permanent loss in funds or to eliminate an ongoing budget gap.

The general fund reserve is recalculated each year in line with the annual budget setting process, and performance against target is monitored quarterly as part of the financial reporting process to the Resources and Finance Committee and the Board.

This reserve is intended to cover closure of the charity should funding not be available for the charity to carry on as a going concern. It is intended to cover statutory redundancy costs, lease reparation costs, termination fees on the early curtailment of contracts and the property lease. The current target level is set at 4 months and is currently 3 months for this period.

In so far as the trustees are aware: there is no relevant information of which the charitable company's accountant is unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

We are grateful to Sixty and Co who have provided us with the scrutiny of our finances. This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

They have indicated their willingness to continue in office. The designated trustees will propose a motion appointing the auditors at a meeting of the trustees.

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

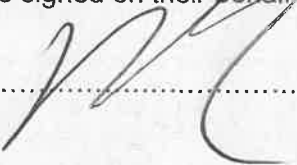
Menscraft

**Report of the Trustees – cont'd
For the year ended 31 March 2025**

The trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

We are satisfied that our charity has an effective system of internal control and major risks have been reviewed and systems and/or procedures have been established to manage those risks.

This report and the financial statements were approved by the Trustees on 28/1/26
and were signed on their behalf by:


..... Paul Kay, Treasurer

Menscraft

Independent Examiner's Report to the Trustees For the year ended 31 March 2025

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025 which are set out on pages 9 to 18.

Responsibilities and basis of report

As the charity's trustees 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 charity'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.

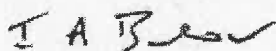
Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Association 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 that in any material respect:

1. accounting records were not kept in respect of the charity 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.



I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
and Registered Auditors
124 Thorpe Road
Norwich
NR1 1RS

28 January 2026

Menscraft

Statement of Financial Activities For the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	Total 2024/25 £	Total 2023/24 £
Income and endowments from:					
Donations and legacies	2	8,004	333,354	341,358	286,808
Charitable activity	3	229,952	(73,052)	156,900	371,449
Other income	4	585	-	585	5,943
Total income and endowments		238,541	260,302	498,843	664,200
Expenditure on:					
Charitable activities	5	343,175	220,907	564,082	556,782
		343,175	220,907	564,082	556,782
Net income/(expenditure)		(104,634)	39,395	(65,239)	107,418
Transfers between funds		56,610	(56,610)	-	-
Net movement in funds		(48,024)	(17,215)	(65,239)	107,418
Reconciliation of funds:					
Fund balances brought forward		105,574	312,593	418,167	310,749
Fund balances carried forward	11	57,550	295,378	352,928	418,167

The notes set out on pages 12 to 18 form an integral part of these financial statements.


Menscraft

**Balance Sheet
For the year ended 31 March 2025**

CIO registered number: 1188578

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		17,785		19,068
CURRENT ASSETS					
Cash at bank and in hand		283,128		275,805	
Debtors due within one year	8	<u>84,660</u>		<u>143,049</u>	
			367,788		418,853
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	9	<u>(32,645)</u>		<u>(19,755)</u>	
NET CURRENT ASSETS			<u>335,143</u>		<u>399,099</u>
NET ASSETS			<u>352,928</u>		<u>418,167</u>
REPRESENTED BY:					
Restricted funds			295,378		312,593
Unrestricted funds			<u>57,550</u>		<u>105,574</u>
TOTAL FUNDS	10-11		<u>352,928</u>		<u>418,167</u>

The financial statements on pages 9 to 18 were approved by the Trustees on
and signed on their behalf by:

.....
 Sam Watts, Chair

.....
 Paul Kay, Treasurer

Menscraft

Statement of Cash Flows For the year ended 31 March 2025

	2025 £	2024 £
Net income	(65,239)	107,418
Adjustments:		
Depreciation / Amortisation	5,229	2,933
(Increase)/Decrease in debtors	58,389	(120,269)
(Decrease)/Increase in creditors	12,890	(4,401)
Net cash provided by operating activities	11,269	(14,318)
Cash flows from investing activities:		
Purchase of fixed assets	(3,946)	(13,438)
Net cash used in investing activities	(3,946)	(13,438)
Change in cash and cash equivalents in the reporting period	7,323	(27,756)
Cash and cash equivalents at the beginning of the period	275,805	303,561
Cash and cash equivalents at the end of the period	283,128	275,805
Cash and cash equivalents consists of:		
Cash at bank and in hand	283,128	275,805

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

1 Accounting policies

(a) Basis of preparation

The Charity constitutes a public benefit entity as defined by FRS 102. These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements are presented in pounds sterling and are rounded to the nearest pound.

(b) 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.

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 cost of raising and administering such funds are charged against the specific fund.

(c) Incoming resources

All incoming resources are included in the statement of financial activities on an accruals basis. They are classified on an activity basis.

(d) Resources expended

All 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 use of the resources.

(e) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided to write off the cost, less estimated residual value, of fixed assets over their estimated useful lives. The rates used for this purpose are:

Computer equipment	– 20% straight line
Leasehold buildings	– 20% straight line
Office equipment	– 20% straight line
Plant and machinery	– 20% straight line

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

(f) **Going concern**

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

2 Donations, legacies and similar income

	2025	2024
	£	£
Corporate donors	539	3,166
Individual donors	29,369	10,705
Grant income	311,450	272,937
	<hr/>	<hr/>
	341,358	286,808

3 Income from charitable activity

	2025	2024
	£	£
Projects, advice & support services	156,900	371,449
	<hr/>	<hr/>
	156,900	371,449

4 Other income

	2025	2024
	£	£
Space rental	-	(2,465)
Utilities recharge	-	-
Other income	585	8,408
	<hr/>	<hr/>
	585	5,943

Mencraft

Notes to the Financial Statements For The Year Ended 31 March 2025

5 Expenditure on charitable activities

	Unrestricted £	Restricted £	2025 £	2024 £
Advertising	1,377	3,919	5,296	5,225
Bad debts	-	-	-	237
Bank charges	6	-	6	-
Computer & telephone	11,280	2,793	14,073	15,080
Travel & subsistence	4,951	7,808	12,759	11,371
Insurance	4,371	-	4,371	6,552
Staff costs (gross, NI & pension)	227,826	152,910	380,736	342,269
Freelance costs	20,532	12,715	33,247	59,478
Utilities	6,211	-	6,211	5,702
Office costs	3,632	1,635	5,267	5,208
Room hire	18,012	19,176	37,188	34,692
Subscriptions	2,233	333	2,566	1,708
Sundry	2,134	265	2,399	2,226
Market research	384	-	384	384
Training	12,812	4,192	17,004	8,176
Therapeutic services	4,050	6,075	10,125	-
Professional fees	17,930	-	17,930	16,870
Independent Examiners fee	1,800	-	1,800	1,800
Interest paid	258	-	258	360
Premises costs	600	-	600	9,450
Project materials	1,413	3,751	5,164	8,639
Recruitment	996	-	996	12,697
Repairs & maintenance	359	114	473	5,725
Depreciation	8	5,221	5,229	2,933
	<u>343,175</u>	<u>220,907</u>	<u>564,082</u>	<u>556,782</u>

6 Staff costs and Trustee remuneration

	2025 £	2024 £
Gross salaries	353,649	312,161
Employers National Insurance	22,025	24,290
Defined contribution pension costs	5,062	5,818
	<u>380,736</u>	<u>342,269</u>

No employee earned more than £60,000 in either period.

No Trustee received any remuneration from the charity during the current or previous financial period, nor were any expenses reimbursed.

The average number of employees during the period was 17 (2024 – 16).

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

6 Staff costs and Trustee remuneration (cont'd)

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity included £27,216 Wages and Salaries (2024 - £21,689), £2,501 Social Security Costs (2024 - £1,738) and £629 Pension costs (2024 - £464).

7 Fixed assets

	Computer equipment £	Leasehold buildings	Office equipment	Plant & machinery	Total £
Cost					
At 1 April 2024	15,008	6,325	503	3,844	25,680
Additions	386	3,300	-	260	3,946
At 31 March 2025	15,394	9,625	503	4,104	29,626
Depreciation					
At 1 April 2024	6,387	70	54	101	6,612
Charge for year	3,026	1,295	100	808	5,229
At 31 March 2025	9,414	1,365	154	909	11,842
Net book value					
At 31 March 2025	5,981	8,260	349	3,195	17,785

8 Debtors and prepayments

	2025 £	2024 £
Debtors	76,840	140,122
Prepayments & accrued income	7,820	2,927
	84,660	143,049

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

9 Creditors and accruals

	2025 £	2024 £
Trade creditors	16,185	9,374
Pension creditor	1,318	2,745
Accruals	4,226	4,044
Social security & other taxes	10,916	3,592
	32,645	19,755

10 Funds reconciliation

	Opening funds £	Income £	Expenditure £	Transfers £	Closing funds £
Unrestricted					
General	(24,605)	26	(140,456)	203,689	38,654
Designated	130,179	238,515	(202,719)	(147,079)	18,896
Total unrestricted	105,574	238,541	(343,175)	56,610	57,550
Restricted funds					
Pit Stop	89,870	183,308	(110,900)	(80,732)	81,546
Woodland Project	(4,406)	-	(254)	5,803	1,143
Positive Activities Programme	68,595	-	-	(68,595)	-
Business Continuity & Close Down Fund	-	(51,367)	-	89,333	37,966
Men's Projects	36,808	-	-	(36,808)	-
Know Your Neighbourhood	15,180	-	-	(15,180)	-
Adolescent boys	-	-	-	41,892	41,892
Arts & Outdoor Recreational Fund	-	-	-	9,200	9,200
Dad's Onside	101,152	82,554	(79,048)	(12,320)	92,338
Research Development Fund	9,200	-	-	(9,200)	-
Creative Activity Fund	-	(27,725)	(371)	33,227	5,131
Running Hunks	-	5,265	(2,559)	(2,706)	-
Therapeutic Waypoint	(1,337)	29,000	(7,741)	6,240	26,162
	(2,469)	39,267	(20,034)	(16,764)	-
Total restricted	312,593	260,302	(220,907)	(56,610)	295,378
Total funds	418,167	498,843	(564,082)	-	352,928

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

11 Restricted funds' purpose

The purpose of the restricted funds is as follows:

FUND	PURPOSE
Pit Stop	Pitt Stop is a dry bar drop in facility, offering face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session for example, for table board games, music, films, comedy & other activities (i.e. model making, heritage walks, art, yoga, whittling) they have determined. The Pitt Stop has a peer support component to its' delivery with a number of volunteers who form the 'Pitt Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.
Positive Activities Programme	Reducing hopelessness through positive engagement.
Men's Projects	Variety of bespoke opportunities across our services.
Know Your Neighbourhood	Promotion and development of volunteer opportunities for men in the Borough of Great Yarmouth.
Dad's Onside	A father's support programme.
Research Development Fund	Research on the needs of men in Norfolk.
Adolescent Boys	Mentoring support for 13-19 year boys.
Arts & Outdoor Recreational Fund	A nurture in nature programme of activities
Woodland Project	A bespoke 8 week programme of work on countryside meadows.
Creative Activity Fund	A programme of creative and positive activities.

Menscraft

Notes to the Financial Statements For The Year Ended 31 March 2025

11 Restricted funds' purpose (cont'd)

Running Hunks	A charitable fundraising event.
Therapeutic	1:1 and group support for men 18 and over.
Waypoint	Mentoring support for 18-25 year old boys.

The £56,610 transfer between funds is comprised of £54,929 transferred to contribute towards central costs, calculated at 15% of central costs in line with funding applications and £1,681 relating to balances transferred from closed funds.

12 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	At 31/03/2025 £
Fixed assets	17,374	411	17,785
Current assets	60,478	307,310	367,788
Current liabilities	(20,302)	(12,343)	(32,645)
Total	57,550	295,378	352,928

13 Pension Commitments

The CIO operates a defined contributions pension scheme. The pension contributions payable by the CIO for 2025 amounted to £5,062 (2024 - £5,817).

14 Related party transactions and donated facilities

Such costs have not been incurred during the period.

15 Ultimate controlling party

The CIO is controlled by the Board of Trustees.

MENSCRAFT

England & Wales - Charity number 1188578

Accounts

Menscraft

Report and Financial Statements

For the year ended 31 March 2024

Charitable Incorporated Organisation
Registered no: 1188578

Menscraft

For the year ended 31 March 2024

Contents	Page
Legal and administrative information	1
The Chair's report	2
Report of the Trustees	3 - 6
Report of the Independent Examiner	7
Statement of Financial Activities	8
Balance Sheet	9
Cash Flow statement	10
Notes forming part of the financial statements	11 - 18

Menscraft

For the year ended 31 March 2024

Legal and administrative information

Charitable Incorporated Organisation (CIO): Menscraft

Registered Charity number: 1188578

Trustees: Tim Arnold (appointed 22 November 2023)
Susan Kelly
Sam Watts
Michael James Twigg (appointed 25 September 2024)
Paul Kay (appointed 22 November 2023)
Charles Ison
Dr Georgia Philip

Principal office: 6 The Cottage, St. Johns Alley
Norwich, NR2 1DR

Independent Examiner: I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
124 Thorpe Road
Norwich, NR1 1RS

Bankers: The Co-Operative Bank Plc
Skelmersdale Branch
PO Box 250
Skelmersdale, WN8 6WT

Menscraft

For the year ended 31 March 2024

The Chair's report

2023-24 was another positive year for us despite a challenging operating climate.

The report illustrates some key milestones.

- Our capacity has grown further.
- Our income has grown.
- We have secured a more permanent base.
- We have strengthened our governance further with specialist support procured for oversight of our finance, IT and HR functions.
- We have extended and tested the range and variety of our work. We have engaged with a greater variety of men and carried out research to better understand them.
- Our profile is higher.

These accomplishments are directly linked to the collective hard work of the MensCraft team. I'd like to personally thank each and every team member, paid or unpaid, for their energy, commitment and consistency across our activities.

While the charity faces financial challenges, we remain confident that we can source funds beyond current projections to sustain the majority of our services and activities. We continue to focus on building meaningful and ethical relationships with our supporters, and do not use external fundraising agencies. Our values-led approach prioritises transparency, respect and collaboration, ensuring donors feel connected to the impact of their contributions. A huge thank you to all our supporters, without whom we simply could not exist.

Thanks also to my fellow trustees for their energy, enthusiasm and stewardship - in particular Dr. Georgia Philip and Sam Watts, who were our primary officers (Chair and Treasurer) during this period and ensured Menscraft's compliance with its charitable duties and widening the support it can offer.

I am pleased to endorse the annual report and these accounts made up to the 31st March 2024.



.....

Tim Arnold, Chair of Trustees

Menscraft

For the year ended 31 March 2024

Report of the Trustees

The Trustees of MensCraft are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2024.

MensCraft was given CIO status on the 16th March 2020 following its formation as a community interest company (CIC) in 2010.

MensCraft is a Charitable Incorporated Organisation Registration Number 1188578
The Cottage, St. Johns Alley, Norwich, NR2 1DR
www.menscraft.org.uk

Objectives and activities

As set out in our governing document our primary objectives are:

To promote social inclusion for the public benefit by preventing men and boys of all ages within Norfolk and surrounding areas, from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society in particular but not exclusively by:

- a) providing facilities in which they can meet jointly or individually to undertake creative, physical or recreational activities, learn or pass on skills and knowledge and support each other socially;
- b) providing practical advice and support to those individuals;
- c) raising public awareness of the issues affecting those individuals both generally and in relation to their inclusion; and
- d) providing advice so that the local community and businesses can adapt their services to better understand and meet the needs of those individuals.

By 'socially excluded' we mean being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental).

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

The Trustees can confirm that they have had paid due regard to the guidance issued by the Charity Commission on public benefit.

MensCraft supports boys and men of all ages

We offer information, activities and programmes to meet the challenges of the different life stages.

Menscraft

For the year ended 31 March 2024

Report of the Trustees – cont'd

Our approach is strengths based. We seek a positive and deeper understanding of masculinity and one that promotes equalities. We support young men making the transition to adulthood; men as fathers, those experiencing difficulties, for example in their relationships, work or with their mental health. We provide one-to-one support, group work and access to other specialist services. Our range of activities give boys and men purpose, the opportunity for connection with others, and opportunities for improved wellbeing.

MensCraft's starting point is that happier and healthier men make for better brothers, partners, fathers, sons, friends and colleagues.

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

While some (unhelpful) norms remain entrenched in how masculinity is expressed, validated and contested, our starting point is that a 'mature or integrated' masculinity goes beyond the 'myth of the Hero'.

Treasurer's report

The year to 31/3/24 was another year of growth for Menscraft. Our income grew to £664,200, up over a third on the previous year, which has allowed us to increase the range and reach of our services across the county. Accordingly, our expenditure also saw a similar increase, up around a third to £556,782. Therefore, our total assets increased to £418,167 up from £310,749 at the yearend in 2023. This has allowed us to build reserves designated towards the continuation of our charitable objectives and provide a secure foundation for our future. We anticipate the need to draw on these reserves during 24/25 onwards, given the pressures on employment costs, competitiveness when recruiting and the growing demand for our services.

Such rapid growth has meant that we have had to look hard at all our processes and capabilities to ensure that they remain effective, and, in this period, it was clear that major changes were needed in the way that we handle our accounting and financial reporting. Two main changes were made, we acquired and implemented a new accountancy software (Xero) and appointed an outsourced finance manager and team. These changes required a considerable investment of time and effort, and I am very grateful to everyone involved for their input over the year.

We have also reviewed what we spend on our core costs (insurance, IT, HR and Finance etc.) in line with our expanding needs. The adjustments have proved cost effective.

Menscraft

For the year ended 31 March 2024

Report of the Trustees – cont'd

The general fund is intended to provide an internal source of funds to cover situations where there may be a sudden increase in expenses, one-off unbudgeted expenses, uninsured losses or unanticipated losses in funding (hence to cover a short-term funding gap whilst alternative income streams are sought). It is not intended to replace a permanent loss in funds or to eliminate an ongoing budget gaps.

The general fund reserve is recalculated each year in line with the annual budget setting process, and performance against target is monitored quarterly as part of the financial reporting process to the Resources and Finance Committee and the Board.

This reserve is intended to cover closure of the charity should funding not be available for the charity to carry on as a going concern. It is intended to cover statutory redundancy costs, lease reparation costs, termination fees on the early curtailment of contracts and the property lease. The current target level is set at 4 months and is realistically achieved for this period.

In so far as the trustees are aware: there is no relevant information of which the charity's accountant is unaware; and the trustees have taken all steps that they ought to have taken to make themselves aware of any information relevant to the independent examination and to establish that the independent examiner is aware of that information.

We are grateful to Sexty and Co who have provided us with the scrutiny of our finances.

They have indicated their willingness to continue in office. The designated trustees will propose a motion appointing Sexty and Co as the independent examiner at a meeting of the trustees.

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

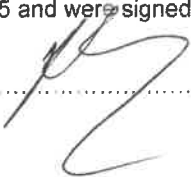
Menscraft

For the year ended 31 March 2024

Report of the Trustees – cont'd

The Trustees are pleased to present their Report and the financial statements of the Charity for the period 1 April 2023 to 31 March 2024.

This report and the financial statements were approved by the Trustees on 23 January 2025 and were signed on their behalf by:


..... Paul Kay, Treasurer

Menscraft

For the year ended 31 March 2024

Independent Examiner's Report to the Trustees

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2024 which are set out on pages 8 to 18.

Responsibilities and basis of report

As the charity's trustees 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 charity'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Association 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 that in any material respect:

1. accounting records were not kept in respect of the charity 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.

I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
and Registered Auditors
124 Thorpe Road
Norwich
NR1 1RS



23/1/25

Menscraft

For the year ended 31 March 2024

Statement of Financial Activities

	Notes	Unrestricted Funds	Restricted Funds	Total 2023/24 £	Total 2022/23 £
Income and endowments from:					
Donations and legacies	2	28,115	258,693	286,808	218,792
Charitable activity	3	349,429	22,020	371,449	253,988
Other income	4	(279)	6,222	5,943	11,361
Total income and endowments		377,265	286,935	664,200	484,141
Expenditure on:					
Charitable activities	5	363,175	193,607	556,782	418,168
		363,175	193,607	556,782	418,168
Net income/(expenditure)		14,090	93,329	107,418	65,973
Transfers between funds		49,010	(49,010)	-	-
Net movement in funds		63,100	44,318	107,418	65,973
Reconciliation of funds:					
Fund balances brought forward		42,474	268,275	310,749	244,776
Fund balances carried forward	11	105,574	312,593	418,167	310,749

The notes set out on pages 11 to 18 form an integral part of these financial statements.

Menscraft

For the year ended 31 March 2024

Balance Sheet

CIO registered number: 1188578

	Note	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		19,068		8,563
CURRENT ASSETS					
Cash at bank and in hand		275,805		303,561	
Debtors due within one year	8	<u>143,049</u>		<u>22,780</u>	
		418,853		326,341	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	9	<u>(19,755)</u>		<u>(24,155)</u>	
NET CURRENT ASSETS			<u>399,099</u>		<u>302,186</u>
NET ASSETS			<u>418,167</u>		<u>310,749</u>
REPRESENTED BY:					
Restricted funds			312,593		268,275
Unrestricted funds			<u>105,574</u>		<u>42,474</u>
TOTAL FUNDS	10-11		<u>418,167</u>		<u>310,749</u>

The financial statements on pages 8 to 18 were approved by the Trustees on 22/1/25 and signed on their behalf by:

 Tim Arnold, Chair

 Paul Kay, Treasurer

Menscraft

Statement of Cash Flows

For the year ended 31 March 2024

	2024 £	2023 £
Net income	107,418	65,973
Adjustments:		
Depreciation / Amortisation	2,933	1,619
(Increase)/Decrease in debtors	(120,269)	(20,274)
(Decrease)/Increase in creditors	(4,401)	11,324
Net cash provided by operating activities	(14,318)	58,642
Cash flows from investing activities:		
Purchase of fixed assets	(13,438)	(6,628)
Net cash used in investing activities	(13,438)	(6,628)
Change in cash and cash equivalents in the reporting period	(27,756)	52,014
Cash and cash equivalents at the beginning of the period	303,561	251,547
Cash and cash equivalents at the end of the period	275,805	303,561
Cash and cash equivalents consists of:		
Cash at bank and in hand	275,805	303,561

Menscraft

For the year ended 31 March 2024

Notes forming part of the financial statements

1 Accounting policies

(a) Basis of preparation

The Charity constitutes a public benefit entity as defined by FRS 102. These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements are presented in pounds sterling and are rounded to the nearest pound.

(b) 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.

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 cost of raising and administering such funds are charged against the specific fund.

(c) Incoming resources

All incoming resources are included in the statement of financial activities on an accruals basis. They are classified on an activity basis.

(d) Resources expended

All 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 use of the resources.

(e) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided to write off the cost, less estimated residual value, of fixed assets over their estimated useful lives. The rates used for this purpose are:

Computer equipment	– 20% straight line
Leasehold	– 20% straight line
Office equipment	– 20% straight line
Plant and machinery	– 20% straight line

Menscraft

For the year ended 31 March 2024

Notes forming part of the financial statements

(f) **Going concern**

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

2 Donations, legacies and similar income

	2024	2023
	£	£
Corporate donors	3,166	1,952
Individual donors	10,705	1,817
Grant income	272,937	215,023
	<u>286,808</u>	<u>218,792</u>

3 Income from charitable activity

	2024	2023
	£	£
Projects, advice & support services	371,449	253,988
	<u>371,449</u>	<u>253,988</u>

4 Other income

	2024	2023
	£	£
Space rental	(2,465)	9,145
Utilities recharge	-	1,796
Other income	8,408	420
	<u>5,943</u>	<u>11,361</u>

Menscraft

For the year ended 31 March 2024

Notes forming part of the financial statements

5 Expenditure on charitable activities

	Unrestricted £	Restricted £	2024 £	2023 £
Advertising	2,682	2,544	5,225	7,511
Bad debts	237	-	237	-
Donations	-	-	-	(349)
Computer & telephone	14,769	311	15,080	9,443
Travel & subsistence	5,804	5,567	11,371	11,041
Insurance	6,552	-	6,552	1,564
Staff costs (gross, NI & pension)	233,529	108,739	342,269	282,033
Freelance costs	21,170	38,308	59,478	29,148
Utilities	5,702	-	5,702	4,239
Office costs	4,048	1,160	5,208	6,121
Room hire	10,120	24,572	34,692	17,351
Subscriptions	1,473	235	1,708	-
Sundry	2,207	19	2,226	69
Market research	384	-	384	384
Training	7,134	1,042	8,176	3,027
Professional fees	16,808	62	16,870	10,934
Independent Examiners fee	1,800	-	1,800	1,800
Interest paid	360	-	360	-
Premises costs	9,450	-	9,450	18,392
Project materials	5,259	3,380	8,639	8,755
Recruitment	5,069	7,628	12,697	5,086
Repairs & maintenance	5,685	40	5,725	-
Depreciation	2,933	-	2,933	1,619
	<u>363,175</u>	<u>193,607</u>	<u>556,782</u>	<u>418,168</u>

6 Trustees expenses

No such expenses were incurred during the period.

Menscraft

For the year ended 31 March 2024

Notes forming part of the financial statements

7 Fixed assets

	Computer Equipment £	Leasehold	Office Equipment	Plant & Machinery	Total £
Cost					
At 1 April 2023	12,242				12,242
Additions	2,766	6,325	503	3,844	13,438
At 31 March 2024	15,008	6,325	503	3,844	25,680
Depreciation					
At 1 April 2023	3,679				3,679
Charge for year	2,708	70	54	101	2,933
At 31 March 2024	6,387	70	54	101	6,612
Net book value					
At 31 March 2024	8,621	6,255	449	3,743	19,068

8 Debtors and prepayments

	2024 £	2023 £
Debtors	140,122	19,853
Prepayments	2,927	2,927
	143,049	22,780

9 Creditors and accruals

	2024 £	2023 £
Trade creditors	9,374	5,850
Pension creditor	2,745	1,427
Accruals	4,044	3,759
Social security & other taxes	3,592	13,119
	19,755	24,155

Mencraft

For the year ended 31 March 2024

Notes forming part of the financial statements

10 Funds reconciliation

	Opening funds £	Income £	Expenditure £	Transfers £	Closing funds £
Unrestricted					
General	42,474	18,030	(134,119)	49,010	(24,605)
Designated	-	359,235	(229,056)	-	130,179
Total unrestricted	42,474	377,265	(363,175)	49,010	105,574
Restricted funds					
Pitt Stop	75,009	143,500	(109,159)	(19,480)	89,870
Woodland Project	1,397	804	(6,607)	-	(4,406)
NCC Positive Activities	68,595	-	-	-	68,595
Mens Centre Development	(16,249)	-	-	16,249	-
Individual Donation	13,000	-	-	(13,000)	-
Youth Programme	2,034	-	-	(2,034)	-
Men's Project	32,424	22,020	(17,636)	-	36,808
Know Your	15,180	-	-	-	15,180
Neighbourhood					
Young Men's Mentoring	11,720	-	-	(11,720)	-
Dads Onside	48,065	104,905	(34,293)	(17,525)	101,152
Norfolk Community	9,200	-	-	-	9,200
Foundation					
Time to Heal	7,900	5,000	(14,237)	-	(1,337)
Waypoint	-	10,706	(11,675)	(1,500)	(2,469)
Total restricted	268,275	286,935	(193,607)	(49,010)	312,593
Total funds	310,749	664,200	(556,782)	-	418,167

Menscraft

For the year ended 31 March 2024

Notes forming part of the financial statements

11 Restricted funds' purpose

The purpose of the restricted funds is as follows:

FUND	PURPOSE
Pitt Stop	Pitt Stop is a dry bar drop in facility, offering face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session for example, for table board games, music, films, comedy & other activities (i.e. model making, heritage walks, art, yoga, whittling) they have determined. The Pitt Stop has a peer support component to its' delivery with a number of volunteers who form the 'Pitt Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.
NCC Positive Activities	The service supports men at the edge of crisis across Norfolk. We offer: <ul style="list-style-type: none">• Support for men who are thinking about suicide• Safety and support plans• A trusting / safe environment to talk• Positive activities to engage with• Signposting to support agencies• Support at meetings and appointments
Men's Project	Coordination of bespoke programmes across the men's projects.
Know Your Neighbourhood	Mens programme for ages 18-25 in Great Yarmouth.
Dads Onside	Father support programme.
Norfolk Community Foundation	Research on health needs for men in Great Yarmouth.

The £49,010 transfer between funds is comprised of £38,505 transferred to contribute towards central costs, calculated at 15% of central costs in line with funding applications and £10,505 relating to balances transferred from closed funds.

Mencraft

For the year ended 31 March 2024

Notes forming part of the financial statements

12 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	At 31/03/2024 £
Fixed assets	19,068	-	19,068
Current assets	102,243	316,611	418,854
Current liabilities	(15,737)	(4,018)	(19,755)
Total	105,574	312,593	418,167

13 Average number of employees during the period

The average number of employees during the period was 16 (2023 – 12).

14 Pension Commitments

The CIO operates a defined contributions pension scheme. The pension contributions payable by the CIO for 2024 amounted to £5,817 (2023 - £4,984).

15 Related party transactions and donated facilities

Such costs have not been incurred during the period.

16 Ultimate controlling party

The CIO is controlled by the Board of Trustees.

MENSCRAFT

England & Wales - Charity number 1188578

Accounts

Menscraft

Report and Financial Statements

For the year ended 31 March 2023

Charitable Incorporated Organisation
Registered no: 1188578

Menscraft

For the year ended 31 March 2023

Contents	Page
Legal and administrative information	1
Report of the Trustees	2 - 9
Report of the Independent Examiner	10
Statement of Financial Activities	11
Balance Sheet	12
Notes forming part of the financial statements	13 - 19

Menscraft

For the year ended 31 March 2023

Legal and administrative information

Charitable Incorporated Organisation (CIO): Menscraft

Registered Charity number: 1188578

Trustees: David Thomas (resigned 8th January 2023)
Susan Kelly
Sam Watts
David Jessop (resigned 5th April 2023)
Simon Fenn (resigned 27th September 2023)
Charles Ison
Dr Georgia Philip
Susan Latham-Flynn (resigned 6th June 2022)
Kelvin Colbourn (appointed 5 July 2023)

Principal office: 6 The Cottage, St. Johns Alley
Norwich, NR2 1DR

Independent Examiner: I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
124 Thorpe Road
Norwich, NR1 1RS

Bankers: The Co-Operative Bank Plc
Skelmersdale Branch
PO Box 250
Skelmersdale, WN8 6WT

Menscraft

For the year ended 31 March 2023

Report of the Trustees

The Trustees of MensCraft are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2023.

MensCraft was given CIO status on the 16th March 2020 following its formation as a community interest company (CIC) in 2010.

MensCraft is a Charitable Incorporated Organisation Registration Number 1188578

The Cottage, St. Johns Alley, Norwich, NR2 1DR

www.menscraft.org.uk

Objectives and activities

As set out in our governing document our primary objectives are:

To promote social inclusion for the public benefit by preventing men and boys of all ages within Norfolk and surrounding areas, from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society in particular but not exclusively by:

- a) providing facilities in which they can meet jointly or individually to undertake creative, physical or recreational activities, learn or pass on skills and knowledge and support each other socially;
- b) providing practical advice and support to those individuals;
- c) raising public awareness of the issues affecting those individuals both generally and in relation to their inclusion; and
- d) providing advice so that the local community and businesses can adapt their services to better understand and meet the needs of those individuals.

By 'socially excluded' we mean being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental).

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

The Trustees can confirm that they have had paid due regard to the guidance issued by the Charity Commission on public benefit.

MensCraft supports boys and men of all ages

We offer information, activities and programmes to meet the challenges of the different life stages.

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

Our approach is strengths based. We seek a positive and deeper understanding of masculinity and one that promotes equalities. We support young men making the transition to adulthood; men as fathers, those experiencing difficulties, for example in their relationships, work or with their mental health. We provide one-to-one support, group work and access to other specialist services. Our range of activities give boys and men purpose, the opportunity for connection with others, and opportunities for improved wellbeing.

MensCraft's starting point is that happier and healthier men make for better brothers, partners, fathers, sons, friends and colleagues.

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

While some (unhelpful) norms remain entrenched in how masculinity is expressed, validated and contested, our starting point is that a 'mature or integrated' masculinity goes beyond the 'myth of the Hero'.

Volatility, uncertainty, complexity and ambiguity are perennial. Much of our work is with men who are faced with the challenges of these in both the public sphere (how they are in the world of work and socially) and in the private sphere (inner life as well as their home life). We have also seen an increased demand for our services due to the long-term impact of Covid and the cost-of-living crisis.

From what men and others (partners and providers) tell us, we are making an effective difference.

In 22 years of heightened anxiety and ideation, this is the first thing that has materially changed my circumstances

I've been able to stop taking the antidepressants. I don't need them anymore. I have a reason to get out most days.

I feel listened to. (MensCraft) happened at just the right time. I was giving up on being able to find help and people I could trust.

MensCraft have been amazing. The intervention and time I received was life-saving. It meant I got to see 2023.

If it wasn't for MensCraft, I probably wouldn't be here now. I'd never talked to anyone before. I thought I had no-one to help me, but MensCraft took me on. It's been the best place for me.

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

MensCraft has helped me to be able to leave my house and meet people which is something I have not been able to do for a lot of years and it is helping me to make new friends.'

MensCraft has been very important in helping me to share my anxiety and break my isolation.

I couldn't have got to where I am today without the close support (MensCraft) gave me and introducing me to Pit Stop.

Prior to the first Pit Stop, I walked around the city for an hour trying to think of a good reason to go home. I didn't go home and stepped into (Pit Stop) full of fear but was made very welcome. I'm so glad I attended and look forward to the next one.

MensCraft is in its strongest-ever position. During 2022-23, we recruited new staff (and volunteers and associates) who, through their own lived experiences and diverse backgrounds, bring and share new insights into the way we work. They are doing some important work with due care and intrinsic motivation.

Our Board of Trustees bring a high degree of experience and expertise. They provide invaluable strategic guidance, advice and support.

We have relocated operations to new premises in the centre of Norwich while continuing to expand our coverage across the county. We have built positive collaborative work with other services.

Our strengths-based approaches and activities promote creative environments in which men can thrive, develop emotional literacy and generic flexibility - where they are prepared to try new things, adapt and are open to change.

Thanks are due, to the men who engage with us and who play a central role in shaping our work.

Tim Allard
Development Manager

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

Achievements and performance

MensCraft has continued to build on its' offer in line with its strategy. Despite the ongoing long term challenges following the COVID pandemic during the year, we have strengthened and expanded our work. In addition, we have continued to develop our network of agency and individual contacts and increased our pool of associates and volunteers.

Headlines include:

900+ men supported

A network of contacts has further increased and diversified.

20 different positive & creative activities

13 Pit Stops across Norfolk

545 referrals to our Prevention and Positive Activities suicide prevention service

18 - 86 the age range of men we have supported this year – average age 42

91% of men we work with report improved wellbeing

40,000+ page views of our website

During 2022/23 we created new services, forged new partnerships; and found new opportunities to develop and share our knowledge and expertise.

DadsOnside

The support we offer fathers and families was given a significant boost by grants of £85,000 from the Trusthouse Charitable Foundation and £10,000 from the Charles Hayward Foundation. These were followed, although just outside of this reporting period, by a further £216,000 grant from the National Lottery.

This funding enabled us to initiate DadsOnside, a new 3-year programme of one-to-one and group support for men who struggle with being a dad and want to build, improve or maintain relationships with their children. This includes delivering a new series of Caring Dads programmes, an internationally accredited course which promotes positive parenting for men who are harsh, abusive, neglectful of their children or have exposed them to domestic violence. MensCraft is one of the only providers in the East of England to offer this specialist support.

#TimetoHeal

In association with the Sue Lambert Trust, we started a new group therapy programme for men who have experienced sexual abuse or violence. Offering therapeutic support to men, either in groups or one to one, is becoming increasingly important to the success of our work. Many of the men we work with have complex and unresolved trauma and they are unable to move on in their lives without appropriate therapeutic intervention.

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

Listening, learning, sharing

Our work is informed by and responsive to the men we support; their experiences, views, and insights shape the way we deliver services, and feeds into our understanding of men, male psychology and behaviours. This makes MensCraft uniquely placed to support and connect with men who would otherwise not engage with mainstream services, and we continue to share this knowledge with practitioners and the wider sector.

We participated in two multi-agency research projects in Great Yarmouth and Waveney, hearing and learning from the experiences of men who are or feel under-represented, marginalised or disengaged.

The first, funded by the Department for Culture Media and Sport through their Know Your Neighbourhood Fund, explored attitudes to volunteering while the second, funded by the NHS, aimed to encourage more people in Great Yarmouth and Waveney to participate in health-related research. Our role was that of a 'trusted communicator', having conversations with men we support around how engaging in research can ensure health policy and practice better reflects their experiences.

Mentoring the next generation of social workers

We're proud of our links with the UEA School of Social Work, which includes offering placements and work experience for undergraduate students. This year we were joined by a student who spent five months working with the Pit Stops and Prevention and Positive Activities Teams, gaining enough experience to manage, under close supervision, his own caseload.

Woodland Project:

A project providing a place for men to improve their mental and physical well being in a friendly but structured environment.

A twelve week programme for a group of men to:

- Take time to be in nature
- Explore and discover the woodland environment
- Undertake a practical woodland improvement project
- Provide opportunities to learn some ancient woodcraft skills such as fire lighting, whittling, bender making
- Have time around an open fire for stories and discussions

The Postcard Project

A major pillar of our work is exploring and promoting discussions around contemporary masculinity, male psychology and maleness. This year we launched a project to encourage more men to identify 'Where Do You Most Belong?' and 'What Makes a Good Man?'. Their responses were thought provoking, sometimes sad, sometimes funny, but each a valid response and a snapshot of the views and opinions of men in Norfolk in 2022.

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

Throughout 2022/23 we continued to deliver programmes and activities for men who are isolated, who wish to connect, to get more active in their community or who are at a point of crisis in their lives.

Pit Stops

Connecting Men through music, comedy, storytelling, activities and friendship

Our Pit Stops have gone from strength to strength during 2022/23. We offered Pit Stops in 13 locations across Norfolk (Cromer, Dereham, Downham Market, Great Yarmouth, Holt, King's Lynn, Lowestoft, North Walsham, Norwich, Swaffham, Thetford, Watton, Wymondham), enabling over 300 men to get together, share a hobby or interest, learn new skills, become more active and connect with each other and their wider community.

In addition to weekly social groups, we offered activities including visual and creative arts, music, board games, history walks, fishing, yoga, Stand-Up comedy, gardening/allotments, music appreciation, pie clubs and storytelling.

Prevention and Positive Activities Programme

Funded by NHS England (and subsequently, the Integrated Care Board) and managed by Norfolk Public Health, this programme contributes to Norfolk County Council's suicide prevention strategy, by providing support to those most at risk.

Our PPA programme provided one to one and activity-based support for over 500+ men during 2022/23; men who have expressed thoughts of taking their own lives and need to talk, to confront their anxieties and to find a new sense of purpose.

We have successfully met the intended outcomes of the service in mitigating and reducing suicidal ideation, increasing protective measures, and improving the wellbeing of the individuals supported. We have helped our clients to address a wide range of practical concerns such as secure housing, money and legal challenges, and relationship difficulties.

A new facility

We successfully led on a proposal for renovating a creative community space in the centre of Norwich. Working with Trustees and staff at the Maddermarket Theatre, we jointly secured a capital grant to repurpose a 60m² workshop to delivery a variety of activities adjacent to our new office.

Our Funders

As a registered charity our work is funded by grants from local and national trusts and foundations, from public sector contracts, from individual fundraisers and from private and corporate donations.

During 2022/23 our work was made possible through funding from:

- The Angling Trust
- Breckland Health and Wellbeing Partnership
- Charles Haywood Foundation
- East Community Fund
- Kings Lynn and West Norfolk Health and Wellbeing Partnership
- Ministry of Justice (c/-Sue Lambert Trust)

Menscraft

For the year ended 31 March 2023

Report of the Trustees – cont'd

Our Funders cont'd:

- The National Lottery
- NHS Charities
- Norfolk and Suffolk Foundation Trust
- Norfolk and Waveney Integrated Care Board
- Norfolk Community Foundation
- Norwich Consolidated Charities
- Norwich Freeman's Charity
- People's Health Trust
- Trusthouse Charitable Foundation

We also thank the many individuals who have generously donated to, and fundraised for, MensCraft.

The Chair's report

2022-23 was another positive year for us.

The report illustrates some key milestones.

- Our capacity has grown further.
- Our income has grown.
- We have secured a more permanent base.
- We have strengthened our governance further with specialist support procured for oversight of our finance, IT and HR functions.
- We have extended and tested the range and variety of our work. We have engaged with a greater variety of men and carried out research to better understand them.
- Our profile is higher.

These accomplishments are directly linked to the hard work of our team. We'd like to personally thank every team member for their energy, commitment and consistency across our activities.

Thanks are due to Dave Thomas and Sue Latham Flynn, who stepped down as Trustees, for their contributions during this period.

We are reasonably confident that we can source funds beyond current projections to sustain the majority of our services and activities and that there is not currently any existential threat to the sustainability of our activities.

A big thank you to all our supporters, staff and volunteers for their work, commitment and support during this year.

Also, thanks to all of the trustees – in particular the Treasurer and the Finance Officer - in helping Menscraft rise to ensure compliance with its charitable duties and widening the support it can offer.

Menscraft


For the year ended 31 March 2023

Report of the Trustees – cont'd

The Chair's report cont'd

This report and the financial statements were approved by the Trustees on 22nd November 2023 and were signed on their behalf by:

.....  Dr. Georgia Philip, Chair

.....  Sam Watts, Interim Treasurer

Menscraft

For the year ended 31 March 2023

Independent Examiner's Report to the Trustees

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2023 which are set out on pages 11 to 19.

Responsibilities and basis of report

As the Charity's Trustees, 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 Charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Association 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 charity 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.


I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
and Registered Auditors
124 Thorpe Road
Norwich
NR1 1RS

27/11/2023

Menscraft

For the year ended 31 March 2023

Statement of Financial Activities

	Notes	Unrestricted Funds	Restricted Funds	Total 2022/23 £	Total 2021/22 £
Income and endowments from:					
Donations and legacies	2	1,958	216,834	218,792	88,827
Charitable activity	3	869	253,119	253,988	243,099
Other income	4	11,124	237	11,361	16,953
Total income and endowments		13,951	470,190	484,141	348,879
Expenditure on:					
Charitable activities	5	33,785	384,383	418,168	293,912
		33,785	384,383	418,168	293,912
Net movement in funds		(19,834)	85,807	65,973	54,967
Reconciliation of funds:					
Fund balances brought forward		62,308	182,468	244,776	189,809
Fund balances carried forward	11	42,474	268,275	310,749	244,776

The notes set out on pages 13 to 19 form an integral part of these financial statements.

Menscraft

For the year ended 31 March 2023


Balance Sheet

CIO registered number: 1188578

	Note	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		8,563		3,554
CURRENT ASSETS					
Cash at bank and in hand		303,561		251,547	
Debtors due within one year	8	<u>22,780</u>		<u>2,506</u>	
		326,341		254,053	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	9	<u>(24,155)</u>		<u>(12,831)</u>	
NET CURRENT ASSETS			<u>302,186</u>		<u>241,222</u>
NET ASSETS			<u>310,749</u>		<u>244,776</u>
REPRESENTED BY:					
Restricted funds			268,275		182,468
Unrestricted funds			<u>42,474</u>		<u>62,308</u>
TOTAL FUNDS	10-11		<u>310,749</u>		<u>244,776</u>

The financial statements on pages 11 to 19 were approved by the Trustees on 22nd November 2023 and signed on their behalf by:

.....  Dr. Georgia Philip, Chair

.....  Sam Watts, Interim Treasurer

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

1 Accounting policies

(a) Basis of preparation

The Charity constitutes a public benefit entity as defined by FRS 102. These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements are presented in pounds sterling and are rounded to the nearest pound.

(b) 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.

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 cost of raising and administering such funds are charged against the specific fund.

(c) Incoming resources

All incoming resources are included in the statement of financial activities on an accruals basis. They are classified on an activity basis.

(d) Resources expended

All 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 use of the resources.

(e) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided to write off the cost, less estimated residual value, of fixed assets over their estimated useful lives. The rates used for this purpose are:

Computer equipment	– 20% straight line
--------------------	---------------------

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

(f) **Going concern**

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

2 Donations, legacies and similar income

	2023	2022
	£	£
Corporate donors	1,952	13,000
Individual donors	1,817	1,230
Grant income	215,023	74,597
	<u>218,792</u>	<u>88,827</u>

3 Income from charitable activity

	2023	2022
	£	£
Projects, advice & support services	253,988	243,099
	<u>253,988</u>	<u>243,099</u>

4 Other income

	2023	2022
	£	£
Space rental	9,145	7,223
Utilities recharge	1,796	1,012
Norwich City Council lockdown payment	-	8,000
Other income	420	718
	<u>11,361</u>	<u>16,953</u>

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

5 Expenditure on charitable activities

	Unrestricted £	Restricted £	2023 £	2022 £
Advertising	603	6,908	7,511	5,023
Donations	(349)	-	(349)	1
Computer & telephone	1,673	7,770	9,443	4,988
Travel & subsistence	1,209	9,832	11,041	7,460
Insurance	-	1,564	1,564	2,253
Staff costs (gross, NI & pension)	(2,811)	284,844	282,033	176,778
Freelance costs	11,574	17,574	29,148	62,624
Utilities	563	3,676	4,239	3,280
Office costs	901	5,220	6,121	1,650
Room hire	1,330	16,021	17,351	4,166
Sundry	91	(22)	69	246
Market research	-	384	384	511
Training	678	2,349	3,027	5,008
Professional fees	772	10,162	10,934	3,097
Independent Examiners fee	600	1,200	1,800	1,800
Premises costs	15,261	3,131	18,392	7,167
Project materials	269	8,486	8,755	2,342
Recruitment	-	5,086	5,086	2,125
Repairs & maintenance	-	-	-	2,335
Depreciation	1,421	198	1,619	1,058
	<u>33,785</u>	<u>384,383</u>	<u>418,168</u>	<u>293,912</u>

6 Trustees expenses

No such expenses were incurred during the period.

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

7 Fixed assets

	Computer Equipment £	Total £
Cost		
At 1 April 2022	5,614	5,614
Additions	6,628	6,628
At 31 March 2023	12,242	12,242
Depreciation		
At 1 April 2022	2,060	2,060
Charge for year	1,619	1,619
At 31 March 2023	3,679	3,679
Net book value		
At 31 March 2023	8,563	8,563

8 Debtors and prepayments

	2023 £	2022 £
Debtors	19,853	120
Prepayments	2,927	2,387
	22,780	2,507

9 Creditors and accruals

	2023 £	2022 £
Trade creditors	5,850	-
Pension creditor	1,427	1,387
Accruals	3,759	7,794
Social security & other taxes	13,119	3,650
	24,155	12,831

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

10 Funds reconciliation

	Opening funds £	Income £	Expenditure £	Transfers £	Closing funds £
Unrestricted					
General	62,308	13,951	(33,785)	-	42,474
Total unrestricted	62,308	13,951	(33,785)	-	42,474
Restricted funds					
Caring Dads Programme	2,389	-	-	(2,389)	-
Pit Stop	52,792	130,777	(108,560)	-	75,009
Woodland Project	1,493	1,218	(1,314)	-	1,397
NCC Positive Activities	102,953	229,370	(245,728)	(18,000)	68,595
Mens Centre Development	8,771	12	(25,032)	-	(16,249)
Individual donation	13,000	-	-	-	13,000
Youth Programme	1,070	964	-	-	2,034
Men's Project	-	24,130	(1,706)	10,000	32,424
Know Your Neighbourhood	-	15,180	-	-	15,180
Young Men's Mentoring	-	11,720	-	-	11,720
Dads Onside	-	39,719	(2,043)	10,389	48,065
Norfolk Community Foundation	-	9,200	-	-	9,200
Time to Heal	-	7,900	-	-	7,900
Total restricted	182,468	470,190	(384,383)	-	268,275
Total funds	244,776	484,141	(418,168)	-	310,749

11 Restricted funds' purpose

The purpose of the restricted funds is as follows:

FUND

Caring Dads

PURPOSE

is a group intervention programme aiming to help fathers, of any age, improve their relationship with their children. It helps dads learn how to spend time with children in healthy ways, and to understand the impact on children of controlling, abusive and neglectful actions, which include witnessing domestic violence. The programme is evidence-based and has been refined over the last 10 years.

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

Pit Stop

Pit Stop is a dry bar drop in facility, offering face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session for example, for table board games, music, films, comedy & other activities (i.e. model making, heritage walks, art, yoga, whittling) they have determined. The Pit Stop has a peer support component to its' delivery with a number of volunteers who form the 'Pit Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.

Woodland Project

This is a 12 week programme for a group of up to 8 men, offered in partnership between MensCraft and The Nurture Project

It offers men chance to:-

Take time to be in nature

Explore and discover the woodland environment

Undertake a practical woodland improvement project

Provide opportunities to learn some ancient woodcraft skills such as fire lighting, whittling, bender making

Have time to sit around an open fire for a chat, tell stories and drink tea

We endeavour to ensure that access the venue is not a barrier to participation and we have a bursary fund to support people without their own transport to get to the venue.

NCC Positive Activities

The service supports men at the edge of crisis across Norfolk. We offer:

- Support for men who are thinking about suicide
- Safety and support plans
- A trusting / safe environment to talk
- Positive activities to engage with
- Signposting to support agencies
- Support at meetings and appointments

Menscraft

For the year ended 31 March 2023

Notes forming part of the financial statements

Men's Project	Coordination of bespoke programmes across the men's projects.
Know Your Neighbourhood	Mens programme for ages 18-25 in Great Yarmouth.
Young Men's Mentoring	Year 1 research into the needs of men in Great Yarmouth.
Dads Onside	Father support programme.
Norfolk community Foundation	Research on health needs for men in Great Yarmouth.
Time to Heal	Ministry of justice funding for men who have experienced sexual abuse.

12 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	At 31/03/2023 £
Fixed assets	8,563	-	8,563
Current assets	35,022	291,319	326,341
Current liabilities	(1,111)	(23,044)	(24,155)
Total	42,474	268,275	310,749

13 Average number of employees during the period

The average number of employees during the period was 12 (2022 – 7).

14 Pension Commitments

The CIO operates a defined contributions pension scheme. The pension contributions payable by the CIO for 2023 amounted to £4,984 (2022 - £8,325)

15 Related party transactions and donated facilities

Such costs have not been incurred during the period.

16 Ultimate controlling party

The CIO is controlled by the Board of Trustees.

MENSCRAFT

England & Wales - Charity number 1188578

Accounts

Menscraft

Report and Financial Statements For the year ended 31 March 2022

Charitable Incorporated Organisation
Registered no: 1188578

Menscraft

For the year ended 31 March 2022

Contents	Page
Legal and administrative information	1
Report of the Trustees	2 - 7
Report of the Independent Examiner	8
Statement of Financial Activities	9
Balance Sheet	10
Notes forming part of the financial statements	11 - 18

Menscraft

For the year ended 31 March 2022

Legal and administrative information

Charitable Incorporated Organisation (CIO): Menscraft
Registered Charity number: 1188578

Trustees: David Thomas
Susan Kelly
Sam Watts
David Jessop
Nick Stone (resigned 7 May 2021)
Simon Fenn
Charles Ison
Dr Georgia Philip
Susan Latham-Flynn (appointed 14 July 2021)

Principal office: 47-51 Pit Street
Norwich, NR3 1DE

Independent Examiner: I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
124 Thorpe Road
Norwich, NR1 1RS

Bankers: The Co-Operative Bank Plc
Skelmersdale Branch
PO Box 250
Skelmersdale, WN8 6WT

Menscraft

For the year ended 31 March 2022

Report of the Trustees

The Trustees of MensCraft are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2022.

MensCraft was given CIO status on the 16th March 2020 following its formation as a community interest company (CIC) in 2010.

Objectives and activities

As set out in our governing document our primary objectives are:

To promote social inclusion for the public benefit by preventing men and boys of all ages within Norfolk and surrounding areas, from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society in particular but not exclusively by:

- a) providing facilities in which they can meet jointly or individually to undertake creative, physical or recreational activities, learn or pass on skills and knowledge and support each other socially;
- b) providing practical advice and support to those individuals;
- c) raising public awareness of the issues affecting those individuals both generally and in relation to their inclusion; and
- d) providing advice so that the local community and businesses can adapt their services to better understand and meet the needs of those individuals.

By 'socially excluded' we mean being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental).

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

The Trustees can confirm that they have had paid due regard to the guidance issued by the Charity Commission on public benefit.

MensCraft supports boys and men of all ages

We offer information, activities and programmes to meet the challenges of the different life stages.

Our approach is strengths based. We seek a positive and deeper understanding of masculinity and one that promotes equalities. We support young men making the transition to adulthood; men as fathers, those experiencing difficulties, for example in their relationships, work or with their mental health. We provide one-to-one support, group work and access to other specialist services. Our range of activities give boys and men purpose, the opportunity for connection with others, and opportunities for improved wellbeing.

Menscraft

For the year ended 31 March 2022

Report of the Trustees – cont'd

MensCraft's starting point is that happier and healthier men make for better brothers, partners, fathers, sons, friends and colleagues.

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

Achievements and performance

MensCraft has continued to build on its' offer in line with its strategy. Despite the constraints of the COVID pandemic during the year, we have strengthened and expanded our work. In addition, we have continued to develop our network of agency and individual contacts and increased our pool of associates and volunteers.

Prevention and Positive Activities Programme:

We have a full county-wide service in place. Over four hundred and fifty individuals have been referred to us during that period. We have a steady flow of referrals via NCAN, social prescribers, GP surgeries, ICCs and other health services such the hospital discharge teams.

Friendship

I can see now that having this strong and gentle friend made an enormous positive difference to me. He showed me that there are lots of ways to be strong. In a quiet way, he has encouraged me to find my gentler sides, my quirky 'corners'.

He has told me straight when I've stepped out of line, but never judged or dismissed me. We share an enormous mutual respect. Like me, coming from a working-class background, he has built a life for himself that he could never have dreamed of.

When I experienced a mental health crisis and contemplated taking my own life, it was Mike I reached out to. As I walked in the rain, crying, I messaged him and, instantly, he got back to me and calmly advised me to seek help, which I did. Subsequently, his patience, belief and support has helped me recover and heal.

We have successfully met the intended outcomes of the service in mitigating and reducing suicidal ideation, increasing protective measures, and improving the wellbeing of the individuals supported. We have helped our clients to address a wide range of practical concerns such as secure housing, money and legal challenges, and relationship difficulties.

Our positive activities were affected by the pandemic restrictions and the lockdown. However, we have had regular attendees on our virtual activities including, among others, our talk group, film and book clubs, Pit Stop socials, and others, and these have attracted many new faces.

"As a result of attending the different activities, I no longer need and have stopped my anti-depressants".

TL

Caring Dads Programme:

We have delivered three Caring Dads programmes in the last 12 months, two online and one face-to-face.

Menscraft

For the year ended 31 March 2022

Report of the Trustees – cont'd

Caring Dads is a parenting programme for abusive fathers. The intervention challenges men's abuse of their children and partners. It provides men with the tools for controlling their abusive behaviour and teaches them child-centred fathering techniques.

The impact on the extended families of the men/children and on the larger community is difficult to measure, nevertheless it is, we believe, real. Helping men to create stable relationships with their children and partners has several additional benefits, including: the reduction and ultimate elimination of the need for public services involvement (police, medical services, mental health services, school resources, and social services); a beneficial impact on their paternal grandparents who often regain contact with the children when the father does and regain emotional stability with their grandchildren as a consequence of the diminished family conflict and trauma; and the amelioration of family stress that helps to strengthen and sustain social cohesion.

The Pit Stop

Over the last year, the Pit Stop has offered face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together in various locations across Norfolk to play board games and participate in music, film, book clubs & other activities they have chosen. We have secured funds for expanding activities in Norwich and East Norfolk and Waveney.

As well as these Pit Stop socials, we have provided Heritage Health Walks, yoga and healthy eating sessions, the Common Plot allotment, as well as wood-whittling and visual arts collaboratives. We have offered workshops on debt and finances, digital inclusion, and specific wellbeing and health issues of particular concern to men such as prostate and bowel cancer and life skills workshops.

The Pit Stop has a peer support component to its delivery with a number of volunteers who form the 'Pit Crew'. They support the set up and setting down of the sessions, meet and greet, and co-facilitate sessions. Spinning off from the Pit Stop, activities have included the setting up of men's support groups, a Male's Tales storytelling group, a nature immersion and community theatre programmes, stand-up comedy, cinema and book clubs, fishing and model making / diorama groups.

60% of the men who have attended have been to more than five sessions at Pit Stops in 6 locations across the county. The youngest participant is 19 years old; and the oldest over 80. The increasing number of men who regularly return suggests the continuing value of the sessions.

We are confident that these activities are providing connection, friendship and sense of belonging for men.

The Common plot which I attend on Thursday has really helped me with my mental health, I get so much satisfaction from the allotment and I want to thank Colin who introduced this to me and Nik the gardening expert for making everything really interesting and enjoyable ... I strongly recommend that anyone who wants to find a new hobby or interest to come along ... It's all about men growing together.

Menscraft

For the year ended 31 March 2022

Report of the Trustees – cont'd

We have witnessed examples of men arriving with a withdrawn affect — limited eye contact and heads down — and leaving sessions with their heads held high and engaging in light-hearted banter. Some have been able to discuss and gain insight into complex personal situations, helping to make them more manageable. Others have been able to access support through a sense of shared experience — men looking out for one another at times of real difficulty. By trying new things many have found a greater sense of meaning and purpose.

Social Ventures Norfolk:

Funded by a grant from Norfolk County Council LIFT programme, we supported 11 men with business ideas and an online incubator space to help them develop their start-up business ventures. We have mentored and worked with them to develop their ideas as well as link them to local business networks.

Men's Theatre Group:

A play entitled 'The Woodcutter: Men at Mid Life' was the result of a series of regular workshops and discussions discussing men at mid-life, and the problems or issues that may arise in this life-stage because of prior life choices and ongoing societal expectations.

The cast involved a variety of men including those who took part in the workshops, as well as experienced local amateur and semi-professional performers. An audience of sixty-plus people attended over two evenings in July 2021 and were invited to a post-show 'question and answer' session which proved lively and stimulating.

Woodland Project:

A project jointly run by The Nurture Project and MensCraft, providing a place for men to improve their mental and physical well being in a friendly but structured environment.

The two organisations offered a twelve week programme for a group of eight men to:

- Take time to be in nature
- Explore and discover the woodland environment
- Undertake a practical woodland improvement project
- Provide opportunities to learn some ancient woodcraft skills such as fire lighting, whittling, bender making
- Have time around an open fire for stories and discussions

How's Your Father

This theatre performance was a unique collaboration between The Common Lot, the UEA School of Social Work, Menscraft and Norfolk County Council.

The play was created using UEA research on fathers' experiences of local authority children's services and the family court, and the views of other local fathers. The play was performed at libraries, community centres, pubs and a prison to over 400 people.

We presented four stories about men's lives as fathers, what happens when they come up against different challenges, and what they discover about being a dad.

Menscraft

For the year ended 31 March 2022

Report of the Trustees – cont'd

Our aim was to open up the conversation about what it means to be a father, what challenges fathers face and why fathers matter, for all of us.

The show was followed by a discussion with its cast and creators, to further explore the issues presented.

A sensitive, skillful treatment of a complex topic.
ANONYMOUS

Other achievements:

During the reporting period, our database of contacts has further increased and diversified.

The last twelve months have been a time of extending and testing the range and variety of our work. We have engaged with a greater variety of men and carried out research to better understand what engages them. As a result, in the future, we plan to work with other service providers and sectors (construction, farming, education and health) to create programmes supporting the men and boys they work with.

We have strengthened our governance further via the national Trusted Charity assessment, we purchased Safepoint (a lone working buddying system), invested in an Employees Wellbeing Assistance programme and offered staff a range of training opportunities leading to, for example, our finance officer gaining a relevant additional qualification.

We have contributed to a variety of multi agency seminars and workshops. We have led a programme of support to agencies in Lincolnshire on men's mental health and engaging men.

Despite the difficulties of the last eighteen months, we have responded to the pandemic with flexibility and maintained our sessions through video conferencing and one-to-one telephone support where individuals requesting our support did not have access to digital technologies.

The future funding environment is likely to be volatile and highly competitive. Nevertheless, we are reasonably confident that we can source funds beyond current projections to sustain the majority of our services and activities and that there is not currently any existential threat to the sustainability of our activities.

Our funding derives from a grant from Tudor Trust, a contract with Norfolk County Council (N&WCCG / Public Health), People's Health Trust and NHS Charities and various grants c/- the Norfolk Community Foundation. We are also very grateful to Ben Plumb's family for their fundraising and for the various individual (anonymous) donations received.

Menscraft

For the year ended 31 March 2022

Report of the Trustees – cont'd

Finally - Thank you

We thank all our supporters, our Trustees, staff and volunteers for their excellent work, commitment and support during this year.

What a challenging year. The last 12 months have seen great growth and it has been a challenge for staff and the trustees to ensure this is structured and successful. With a potential site move and more staff than ever the following 12 months will provide new hurdles for us as a charity, but ones we look forward too. My thanks go to all of the staff within the organisation for providing excellent services and support to myself and the trustees.

Also, my thanks to all of the trustees – in particular the Treasurer and finance sub group supported by the Finance Officer - in helping Menscraft rise to ensure compliance with its charitable duties and widening the support it can offer to service users, especially when many of our meetings have been done virtually.

I am pleased to endorse the annual report and these accounts made up to the 31st March 2022.

This Report and the financial statements were approved by the Trustees on 12 July 2022 and were signed on their behalf by


.....
D Thomas - Chair


.....
D Jessup - Treasurer

Menscraft

For the year ended 31 March 2022

Independent Examiner's Report to the Trustees

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2022 which are set out on pages 9 to 18.

Responsibilities and basis of report

As the Charity's Trustees, 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 Charity'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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Association 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 charity 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.

I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
and Registered Auditors
124 Thorpe Road
Norwich
NR1 1RS



.....12 July 2022.....

Menscraft
For the year ended 31 March 2022

Statement of Financial Activities

	Notes	Unrestricted Funds	Restricted Funds	Total 2021/22 £	Total 2020/21 £
Income and endowments from:					
Donations and legacies	2	160	88,667	88,827	186,162
Charitable activity	3	2,890	240,209	243,099	227,639
Other income	4	16,654	299	16,953	-
Total income and endowments		19,704	329,175	348,879	413,801
Expenditure on:					
Charitable activities	5	2,724	291,188	293,912	223,992
		2,724	291,188	293,912	223,992
Net movement in funds		16,980	37,987	54,967	189,809
Reconciliation of funds:					
Fund balances brought forward		47,906	141,903	189,809	-
Transfer between funds		(2,578)	2,578	-	-
Fund balances carried forward	10-11	62,308	182,468	244,776	189,809

The notes set out on pages 11 to 18 form an integral part of these financial statements.

Menscraft

For the year ended 31 March 2022

Balance Sheet


CIO registered number: 1188578

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	7		3,554		4,008
CURRENT ASSETS					
Cash at bank and in hand		251,547		195,348	
Debtors due within one year	8	<u>2,506</u>		<u>665</u>	
		254,053		196,013	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	9	<u>(12,831)</u>		<u>(10,212)</u>	
NET CURRENT ASSETS			<u>241,222</u>		<u>185,801</u>
NET ASSETS			<u>244,776</u>		<u>189,809</u>
REPRESENTED BY:					
Restricted funds			182,468		141,903
Unrestricted funds			<u>62,308</u>		<u>47,906</u>
TOTAL FUNDS	10-11		<u>244,776</u>		<u>189,809</u>

The financial statements on pages 9 to 18 were approved by the Trustees on 12 July 2022 and signed on their behalf by:



 D Thomas - Chair



 D Jessup - Treasurer

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

1 Accounting policies

(a) Basis of preparation

The Charity constitutes a public benefit entity as defined by FRS 102. These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant Notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements are presented in pounds sterling and are rounded to the nearest pound.

(b) 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.

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 cost of raising and administering such funds are charged against the specific fund.

(c) Incoming resources

All incoming resources are included in the statement of financial activities on an accruals basis. They are classified on an activity basis.

(d) Resources expended

All 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 use of the resources.

(e) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided to write off the cost, less estimated residual value, of fixed assets over their estimated useful lives. The rates used for this purpose are:

Computer equipment	– 20% straight line
--------------------	---------------------

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

(f) Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

2 Donations, legacies and similar income

	2022 £	2021 £
Donation (pre CIO registration)	-	116,170
Corporate donors	13,000	323
Trusts and foundations	-	38,730
Individual donors	1,230	1,230
Grant income	74,597	29,709
	<u>88,827</u>	<u>186,162</u>

Donation (pre CIO registration) represents the net assets transferred from the Menscraft CIC at the date of registration as a CIO.

3 Income from charitable activity

	2022 £	2021 £
Projects, advice & support services	<u>243,099</u>	<u>227,639</u>
	<u>243,099</u>	<u>227,639</u>

4 Other income

	2022 £	2021 £
Space rental	7,223	-
Utilities recharge	1,012	-
Norwich City Council lockdown payment	8,000	-
Other income	718	-
	<u>16,953</u>	<u>-</u>

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

5 Expenditure on charitable activities

	Unrestricted £	Restricted £	2022 £	2021 £
Advertising	-	5,023	5,023	2,464
Donations	-	1	1	99
Computer & telephone	-	4,988	4,988	8,648
Travel & subsistence	45	7,415	7,460	962
Insurance	-	2,253	2,253	1,007
Staff costs	-	176,778	176,778	132,651
Freelance costs	2,450	60,173	62,623	59,991
Utilities	-	3,280	3,280	1,537
Office costs	7	1,643	1,650	4,698
Room hire	-	4,166	4,166	369
Sundry	-	246	246	605
Market research	-	511	511	675
Training	130	4,878	5,008	3,208
Professional fees	-	3,097	3,097	4,276
Independent Examiners fee	-	1,800	1,800	1,800
Premises costs	-	7,167	7,167	-
Project materials	92	2,250	2,342	-
Recruitment	-	2,125	2,125	-
Repairs & maintenance	-	2,336	2,336	-
Depreciation	-	1,058	1,058	1,002
	<u>2,724</u>	<u>291,188</u>	<u>293,912</u>	<u>223,992</u>

6 Trustees expenses

No such expenses were incurred during the period.

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

7 Fixed assets

	Computer Equipment £	Total £
Cost		
At 1 April 2021	5,010	5,010
Additions	604	604
Disposals	-	-
	<hr/>	<hr/>
At 31 March 2022	5,614	5,614
Depreciation		
At 1 April 2021	1,002	1,002
Charge for year	1,058	1,058
Eliminated on disposal	-	-
	<hr/>	<hr/>
At 31 March 2022	2,060	2,060
Net book value		
At 31 March 2022	<u>3,554</u>	<u>3,554</u>

8 Debtors and prepayments

	2022 £	2021 £
Debtors	120	665
Prepayments	2,387	-
	<hr/>	<hr/>
	2,507	665

9 Creditors and accruals

	2022 £	2021 £
Creditors – falling due within one year	9,181	2,964
Social security & other taxes	3,650	7,248
	<hr/>	<hr/>
	12,831	10,212

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

10 Funds reconciliation

	Opening funds £	Income £	Expenditure £	Transfers £	Closing funds £
Unrestricted					
General	47,906	19,704	(2,724)	(2,578)	62,308
Total unrestricted	47,906	19,704	(2,724)	(2,578)	62,308
Restricted funds					
Caring Dads Programme	10,803	-	(8,414)	-	2,389
Pit Stop	14,044	49,598	(30,850)	20,000	52,792
Woodland Project	1,230	3,509	(3,246)	-	1,493
NCC Positive Activities	113,411	231,700	(219,892)	(22,266)	102,953
Social Ventures	1,914	5,298	(7,790)	578	-
Mens Centre Development	501	25,000	(20,996)	4,266	8,771
NGEO	-	13,000	-	-	13,000
Youth Programme	-	1,070	-	-	1,070
Total restricted	141,903	329,175	(291,188)	2,578	182,468
Total funds	189,809	348,879	(293,912)	-	244,776

11 Restricted funds' purpose

The purpose of the restricted funds is as follows:

FUND	PURPOSE
Caring Dads	is a group intervention programme aiming to help fathers, of any age, improve their relationship with their children. It helps dads learn how to spend time with children in healthy ways, and to understand the impact on children of controlling, abusive and neglectful actions, which include witnessing domestic violence. The programme is evidence-based and has been refined over the last 10 years.

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

Pit Stop

Pit Stop is a dry bar drop in facility, offering face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session for example, for table board games, music, films, comedy & other activities (i.e. model making, heritage walks, art, yoga, whittling) they have determined. The Pit Stop has a peer support component to its' delivery with a number of volunteers who form the 'Pit Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.

Woodland Project

This is a 12 week programme for a group of up to 8 men, offered in partnership between MensCraft and The Nurture Project

It offers men chance to:-

Take time to be in nature

Explore and discover the woodland environment

Undertake a practical woodland improvement project

Provide opportunities to learn some ancient woodcraft skills such as fire lighting, whittling, bender making

Have time to sit around an open fire for a chat, tell stories and drink tea

We endeavour to ensure that access the venue is not a barrier to participation and we have a bursary fund to support people without their own transport to get to the venue.

NCC Positive Activities

The service supports men at the edge of crisis across Norfolk.

We offer:

- Support for men who are thinking about suicide
- Safety and support plans
- A trusting / safe environment to talk
- Positive activities to engage with
- Signposting to support agencies
- Support at meetings and appointments

Social Ventures

This is an European Union funded programme to support young men in the creation of start-ups and new business ventures.

Menscraft

For the year ended 31 March 2022

Notes forming part of the financial statements

Mens Centre Development	Funded by the Tudor Trust, the Development Manager function is our primary core and central programme. The funds provide us with an opportunity to develop the organisation's strategy and business model, to meet legal and governance requirements and raise funds for our projects.
NGEO	An individual / corporation donation in support of work with teenage boys/men on their transition into adulthood.
Transfers	The £20,000 transfer from the NCC Positive Activities fund to the Pit Stop fund was to support the PPA programme through the Pit Stop activities. As part of the PPA programme the clients are guided to different types of activities of which Pit Stop is one of. Therefore the Pit Stop activities benefit the PPA clients. There are a number of funding sources for the Pit Stop fund and putting in 'match' funding was a requirement for release from some of those sources.

12 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	At 31/03/2022 £
Fixed assets	3,554	-	3,554
Current assets	58,754	195,299	254,053
Current liabilities	-	(12,831)	(12,831)
Total	62,308	182,468	244,776

13 Average number of employees during the period

The average number of employees during the period was 7 (2021 – 7).

14 Related party transactions and donated facilities

Such costs have not been incurred during the period.

15 Ultimate controlling party

The CIO is controlled by the Board of Trustees.

MENSCRAFT

England & Wales - Charity number 1188578

Accounts

Menscraft

Report and Financial Statements

For the period 16 March 2020 to 31 March 2021

Charitable Incorporated Organisation
Registered no: 1188578

Menscraft

Period 16 March 2020 to 31 March 2021

Contents	Page
Legal and administrative information	1
Report of the Trustees	2 - 6
Report of the Independent Examiner	7
Statement of Financial Activities	8
Balance Sheet	9
Notes forming part of the financial statements	10 - 15

Menscraft

Period 16 March 2020 to 31 March 2021

Legal and administrative information

Charitable Incorporated Organisation (CIO): Menscraft

Registered Charity number: 1188578

Trustees: David Thomas (appointed 16 March 2020)
Susan Kelly (appointed 16 March 2020)
Sam Watts (appointed 16 March 2020)
David Jessop (appointed 16 March 2020)
Nick Stone (appointed 16 March 2020)
Simon Fenn (appointed 16 March 2020)
Charles Ison (appointed 16 March 2020)
Dr Georgia Philip (appointed 16 March 2020)

Principal office: 47-51 Pitt Street
Norwich, NR3 1DE

Independent Examiner: I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
124 Thorpe Road
Norwich, NR1 1RS

Bankers: The Co-Operative Bank Plc
Skelmersdale Branch
PO Box 250
Skelmersdale, WN8 6WT

Menscraft

Period 16 March 2020 to 31 March 2021

Report of the Trustees

The Trustees of MensCraft are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2021.

MensCraft was given CIO status on the 16th March 2020 following its formation as a community interest company (CIC) in 2010.

The focus over the first 12 months has been ensuring a smooth transition from one legal structure to another, updating our core policies and implementing our strategy and business plans as agreed.

Objectives and activities

As set out in our governing document our primary objectives are:

To promote social inclusion for the public benefit by preventing men and boys of all ages within Norfolk and surrounding areas, from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society in particular but not exclusively by:

- a) providing facilities in which they can meet jointly or individually to undertake creative, physical or recreational activities, learn or pass on skills and knowledge and support each other socially;
- b) providing practical advice and support to those individuals;
- c) raising public awareness of the issues affecting those individuals both generally and in relation to their inclusion; and
- d) providing advice so that the local community and businesses can adapt their services to better understand and meet the needs of those individuals.

By 'socially excluded' we mean being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental).

We are committed to providing an inclusive environment for all who identify as male, regardless of age, gender identity, race, sexual orientation, disability, ethnicity, socio-economic status and faith. And we expect those that engage with us to do the same.

The Trustees can confirm that they have had paid due regard to the guidance issued by the Charity Commission on public benefit.

MensCraft supports boys and men of all ages

We offer information, activities and programmes to meet the challenges of the different life stages. Our approach is strengths based. We seek a positive and deeper understanding of masculinity and one that promotes equalities. We support young men making the transition to adulthood; men as fathers, those experiencing difficulties, for example in their relationships, work or with their mental health. We provide one-to-one support, group work and access to other specialist services. Our range of activities give boys and men purpose, the opportunity for connection with others, and opportunities for improved wellbeing.

Menscraft

Period 16 March 2020 to 31 March 2021

Report of the Trustees – cont'd

MensCraft's starting point is that happier and healthier men make for better brothers, partners, fathers, sons, friends and colleagues.

MensCraft supports the wellbeing of men and boys through a range of activities including support groups, services for those at risk of suicide, positive social activities and the Caring Dads programme.

Achievements and performance

MensCraft has undergone substantial growth and development in the last year and much of what we have accomplished stems from the grant awarded to us from The Tudor Trust in 2019.

Our growth is reflected firstly, in our development as an organisation. We have recruited seven new trustees and successfully managed a transition from a CIC structure to become a Charitable Incorporated Organisation (CIO) in March last year.

We have continued to expand our network of agency and individual contacts and increase our pool of associates and volunteers over the last twelve months.

Over the last year, the Pit Stop has offered face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session (twice a week in Norwich) for example, for table board games, music, films, comedy & other activities they have chosen.

The Pit Stop has a peer support component to its delivery with a number of volunteers who form the 'Pit Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.

From June 2019 to March 2020 there have been 45 Pit Stop socials, 15 Heritage Health Walks, 29 yoga and 5 Joy of Food sessions. Fortnightly whittling green wood groups and a visual arts collaborative. Plus workshops on debt and finances, digital inclusion and specific health issues (prostate/bowel cancers).

Pre Covid-19 restrictions, we organised a number of heritage walks across Norwich e.g. one project focused on Norwich's part in manufacturing the Sopwith Camel biplane concluding with a large scale model built in the Norwich Mens Shed and displayed in the Norfolk Aviation Museum.

As at 31 March 2021, the total reserves of the CIO are shown in the table below.

At the year-end the reserves were as follows	2021
	£
Restricted Funds	141,903
Unrestricted Funds	47,906

Menscraft

Period 16 March 2020 to 31 March 2021

Report of the Trustees – cont'd

Adjacent projects have included the setting up of a Repair Café, men's support groups, storytelling group, a monthly board games night and a monthly Men's Institute programme (targeting younger men) providing talks on a wide range of topics.

Of 178 participants in this time, 60% have attended more than 5 sessions. The youngest participant is 23; the oldest 80. An increasing number of regular returners suggested continuing value in the sessions. We are confident that these activities are providing connection, friendship and sense of belonging.

We have witnessed examples of men arriving with limited eye contact and heads down. They leave subsequently with their heads held high and able to engage in light-hearted banter. Some have been able to discuss and gain insight into complex personal situations to make them more manageable. Others have been able to access support through a sense of shared experience – men looking out for one another at times of real difficulties. Through trying new things like singing in a choir they have found a greater sense of meaning and purpose.

A random sample of 30 men completed an entry questionnaire and then a follow up survey. Respondents were asked to indicate on a scale of 1 to 10, a measure of themselves: Improved wellbeing (91%); Improved quality of life (91%); Improved mental health (86%); Improved fitness/physical health (62%); Less socially isolated (96%); Better family relations (72%); Increased contribution to the community (72%); Greater awareness of other activities in the community(85%).

During the period our database of contacts increased to in excess of 700.

We facilitated a multi-agency network (MensNet) as well as hosting a 'landing page' on our website to raise the profile of other organisations or projects working with men. We host an association of men's groups to support and roll out a variety of groups determined by interest, need and location. Pre-pandemic, we had also reached a number of mixed gender audiences through seminars and workshops we offered.

We had prepared a broad range of events for 2020. We were working with a group of men to set up a 12-month programme for the NR2 Men's Institute and planning was well advanced for a *Managing Positive Emotional Health and Transitions* in April 2020. In addition, we were

"It's a safe environment where I don't feel judged. I feel listened to. I feel like I can open up and talk about things. It's just a nice environment. I've made some good friends. I get out and about more now. It gives me something to look forward to."

"It's helped with my low moods and my general mental wellbeing. It's too easy for me just to withdraw into my shell. The engagement with others does help a lot."

"Pitt Stop has been an amazing thing for me; it's really helped with my socialising and my cognitive development. I'm not sure I'd still be here (suicidal) if it wasn't for it. I'd be devastated if it didn't continue. My doctors say I'm never going to go back to being how I was, and I do accept that. But Pitt Stop is helping in many ways: the company of others, the benefits of the activities."

"What's worked well for me is being around and communicating with people. I like being involved with other people; getting out of the home; getting my body moving. This has been a great benefit. I'm much more sociable and attending MensCraft activities three times a week."

"Meeting people at Pitt Stop has given me the confidence to talk to people and to go and meet people and do things I wasn't doing before."

Menscraft

Period 16 March 2020 to 31 March 2021

Report of the Trustees – cont'd

planning two further conferences, one on the psychology of engaging men and one on Raising Boys. These plans were placed on hold although we hope to offer them later in 2021.

Despite the difficulties the last 18 months have presented we responded to the pandemic with flexibility and maintained the sessions through video conferencing and one-to-one telephone support where individuals do not have access to digital technologies.

We secured other funds to provide further support to men through the *Caring Dads* and *Dads Matter* whole family parenting programmes. In addition, we have reached other men at outreach sessions run in conjunction with the Norwich Men's Shed.

Following a pilot programme in Norwich and HMP Norwich, we were awarded funds from Norfolk County Council/Public Health to expanded run a county wide programme working with local primary care networks to support men experiencing suicidal ideation across Norfolk.

Our turnover increased to in excess of £250,000 in 2019-20. We strengthened our organisational capacity by recruiting a part time bookkeeper to manage our funds.

As this summary suggests, the last 12 months have been a time of extending and testing the range and variety of our work; in addition we have engaged with a greater diversity of men.

We have carried out research to better understand what engages men. As a result, we plan to work with other service providers and sectors (construction, farming, education and health) to create programmes supporting the men and boys they work with. And, again, drawing upon the research as well as on ongoing conversations with men in the localities we plan to submit other proposals to enable us to extend our work into the more remote and isolated communities across our region.

As of February 2020 MensCraft maintained the majority of services during the Pandemic. We have had a full countywide service is in place. 500+ individuals have been referred into our provision during that period. We have a steady flow of referrals via NCAN, social prescribers, GP surgeries, ICCs and other health services such the hospital discharge teams.

To date we have successfully met the intended outcomes of the service in mitigating and reducing ideation, increasing protective measures and improved the wellbeing of the individuals supported. Our positive activities were affected by the pandemic restrictions and the lockdown. However, we have had regular attendees on our virtual activities (Talk group, film/book clubs, Pit Stop socials etc.) and these have attracted in many new faces.

Our funding was not significantly impacted during this time by the pandemic. The income lost and ongoing costs of closing the Men's Centre has been offset by small COVID related grants that we have been fortunate to have accessed. Our funders have been supportive of our continuing activities and their funds used during this time. However, the future funding environment is likely to be volatile, fiercely competitive and somewhat unpredictable. We are reasonably confident that we can source funds beyond current projections to sustain the majority

Menscraft

Period 16 March 2020 to 31 March 2021

Report of the Trustees – cont'd

of our services and activities and there is not currently any existential threat to the sustainability of activities.

Our funding derives from a small core grant from Tudor Trust along with small grants primarily through the Norfolk Community Foundation. We also secured a substantive contract with Norfolk County Council (Public Health).

The general fund

The general fund is intended to provide an internal source of funds to cover situations where there may be a sudden increase in expenses, one-off unbudgeted expenses, uninsured losses or unanticipated losses in funding (hence to cover a short-term funding gap whilst alternative income streams are sought). It is not intended to replace a permanent loss in funds or to eliminate an ongoing budget gap.

Our aim is to replenish use of the general fund within a reasonably short period of time, whilst acknowledging that our management of it needs to be dynamic in response to both internal and external changes. The general fund is not required to cover expenditure which is otherwise covered by a restricted reserve or by funds designated for a particular purpose. The target level is equal to three months of average central operating costs which include salary and benefits and central office costs. Where long term grant funding is in place to support these central operating costs then the amount covered by the grant contribution is excluded unless the risk of the agreed grant funding being curtailed early looks likely. Additionally, where designated reserves are in place and can be used to contribute to overhead costs, those costs are excluded. The reserve is not required to cover closedown costs should these become necessary, as there is a separate designated reserve for this – see information later in this policy. The minimum amount of the general fund reserve will be recalculated each year in line with the annual budget setting process, and performance against target will be monitored quarterly as part of the financial reporting process to the Resources and Finance Committee and the Board.

Closedown Provision

This reserve is intended to cover closure of the charity should funding not be available for the charity to carry on as a going concern. It is intended to cover statutory redundancy costs, lease reparation costs, termination fees on the early curtailment of contracts and the property lease. The current target level is set at £12,000, and this is currently achieved.

The Trustees have pleasure in presenting their Report and the financial statements of the Charity for the period 16 March 2020 to 31 March 2021.

This Report and the financial statements were approved by the Trustees on 14th July 2021 and were signed on their behalf by



D Thomas - Chair

Menscraft

Period 16 March 2020 to 31 March 2021

Independent Examiner's Report to the Trustees

I report to the Charity Trustees on my examination of the accounts of the Charity for the period 16 March 2020 to 31 March 2021 which are set out on pages 8 to 15.

Responsibilities and basis of report

As the Charity's Trustees, 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 Charity'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 charity 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.



I A Barlow FCCA
Sexty & Co
Chartered Certified Accountants
and Registered Auditors
124 Thorpe Road
Norwich
NR1 1RS

.....4/8/21.....

Menscraft

Period 16 March 2020 to 31 March 2021

Statement of Financial Activities

	Notes	Unrestricted Funds	Restricted Funds	Total 2020/21 £
Income and endowments from:				
Donations, legacies and similar	2	24,458	161,704	186,162
Charitable activity	3	47,774	179,865	227,639
Total income and endowments		72,232	341,569	413,801
Expenditure on:				
Charitable activities	4	24,326	199,666	223,992
		24,326	199,666	223,992
Net movement in funds		47,906	141,903	189,809
Reconciliation of funds:				
Fund balances brought forward		-	-	-
Transfer between funds		-	-	-
Fund balances carried forward	10	47,906	141,903	189,809

The notes set out on pages 10 to 15 form an integral part of these financial statements.

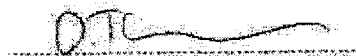
Menscraft

Period 16 March 2020 to 31 March 2021

Balance Sheet CIO registered number: 1188578

		2021	
		£	£
Fixed assets	Notes		
Tangible fixed assets	6		4,008
Current assets			
Cash at bank and in hand		195,348	
Debtors due within one year	7	<u>665</u>	
		196,013	
Creditors due within one year	8	10,212	
Net current assets			<u>185,801</u>
Net assets			<u>189,809</u>
Represented by:			
Restricted funds			141,903
Unrestricted funds			47,906
Total funds	9 - 10		<u>189,809</u>

The financial statements on pages 8 to 15 were approved by the Trustees on 14th July 2021 and signed on their behalf by:



D Thomas - Chair

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

1 Accounting policies

(a) Basis of preparation

The Charity constitutes a public benefit entity as defined by FRS 102. These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant Notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

(b) 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.

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 cost of raising and administering such funds are charged against the specific fund.

(c) Incoming resources

All incoming resources are included in the statement of financial activities on an accruals basis. They are classified on an activity basis.

(d) Resources expended

All 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 use of the resources.

(e) Fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided to write off the cost, less estimated residual value, of fixed assets over their estimated useful lives. The rates used for this purpose are:

Computer equipment	– 20% straight line
--------------------	---------------------

(f) Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the Charity to be able to continue as a going concern.

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

2 Donations, legacies and similar income

	2021 £
Donation (pre CIO registration)	116,170
Corporate donors	323
Trusts and foundations	38,730
Individual donors	1,230
Grant income	29,709
Total	186,162

Donation (pre CIO registration) represents the net assets transferred from the Menscraft CIC at the date of registration as a CIO.

3 Income from charitable activity

	2021 £
Projects, advice & support services	227,639
Total	227,639

4 Expenditure on charitable activities

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Advertising	1,654	810	2,464
Donations	99	-	99
Computer & telephone	7,603	1,045	8,648
Travel & subsistence	17	945	962
Insurance	1,007	-	1,007
Staff costs	-	132,651	132,651
Freelance costs	3,148	56,843	59,991
Utilities	1,537	-	1,537
Office costs	3,875	823	4,698
Room hire	-	369	369
Sundry	222	383	605
Market research	675	-	675
Training	757	2,451	3,208
Professional fees	930	3,346	4,276
Independent Examiners fee	1,800	-	1,800
Depreciation	1,002	-	1,002
Total	24,326	199,666	223,992

5 Trustee expenses

No such expenses were incurred during the period.

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

6 Fixed assets

	Computer Equipment £	Total £
Cost		
At 16 March 2020	-	-
Additions	5,010	5,010
Disposals	-	-
	<hr/>	<hr/>
At 31 March 2021	5,010	5,010
Depreciation		
At 16 March 2020	-	-
Charge for year	1,002	1,002
Eliminated on disposal	-	-
	<hr/>	<hr/>
At 31 March 2021	1,002	1,002
Net book value		
At 31 March 2021	<u>4,008</u>	<u>4,008</u>

7 Debtors and prepayments

	2021
	£
Debtors	665
Total	<hr/> 665

8 Creditors and accruals

	2021
	£
Creditors - falling due within one year	2,964
Social security & other taxes	7,248
Total	<hr/> 10,212

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

9 Funds reconciliation

	Incoming Resources £	Outgoing Resources £	Transfers £	At 31/03/2021 £
Unrestricted	72,232	(24,326)	-	47,906
Restricted funds				
Caring Dads Programme	31,505	(20,702)	-	10,803
Pitt Stop	30,611	(16,567)	-	14,044
Woodland Project	1,230	-	-	1,230
NCC Positive Activities	241,307	(125,982)	-	115,325
Mens Centre Development	36,916	(36,415)	-	501
Total	413,801	(223,992)	-	189,809

10 Restricted funds' purpose

The purpose of the restricted funds is as follows:

FUND	PURPOSE
Caring Dads	is a group intervention programme aiming to help fathers, of any age, improve their relationship with their children. It helps dads learn how to spend time with children in healthy ways, and to understand the impact on children of controlling, abusive and neglectful actions, which include witnessing domestic violence. The programme is evidence-based and has been refined over the last 10 years.
Pitt Stop	Pitt Stop is a dry bar drop in facility, offering face-to-face connection around shared passions, interests and activities. It encourages men from different backgrounds to come together for 3 hours per session for example, for table board games, music, films, comedy & other activities (i.e. model making, heritage walks, art, yoga, whittling) they have determined. The Pitt Stop has a peer support component to its' delivery with a number of volunteers who form the 'Pitt Crew'. They support the set up and setting down of the sessions, meet and greet and actively co-facilitate sessions.

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

Restricted funds' purpose cont'd

Woodland Project

This is a 12 week programme for a group of up to 8 men, offered in partnership between MensCraft and The Nurture Project

It offers men chance to:-

- Take time to be in nature
- Explore and discover the woodland environment
- Undertake a practical woodland improvement project
- Provide opportunities to learn some ancient woodcraft skills such as fire lighting, whittling, bender making
- Have time to sit around an open fire for a chat, tell stories and drink tea

We endeavour to ensure that access the venue is not a barrier to participation and we have a bursary fund to support people without their own transport to get to the venue.

NCC Positive Activities

The service supports men at the edge of crisis across Norfolk.

We offer:

- Support for men who are thinking about suicide
- Safety and support plans
- A trusting / safe environment to talk
- Positive activities to engage with
- Signposting to support agencies
- Support at meetings and appointments

Mens Centre Development

Funded by the Tudor Trust, the Development Manager function is our primary core and central programme. The funds provide us with an opportunity to develop the organisation's strategy and business model, to meet legal and governance requirements and raise funds for our projects.

Menscraft

Period 16 March 2020 to 31 March 2021

Notes forming part of the financial statements

11 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	At 31/03/2021 £
Fixed assets	4,008	-	4,008
Current assets	45,698	150,315	196,013
Current liabilities	(1,800)	(8,412)	(10,212)
Total	47,906	141,903	189,809

12 Average number of employees during the period

The average number of employees during the period was 7.

13 Related party transactions and donated facilities

Such costs have not been incurred during the period.

14 Ultimate controlling party

The CIO is controlled by the Board of Trustees.