THE FELLOWSHIP OF ST NICHOLAS

England & Wales · Charity number 208446

Details

Other names	FSN
Status	Registered
Legal form	Charitable company
Company number	00371615
Registered	1962-09-22
Register	View on the Charity Commission register

Contact

Address	St Nicholas Centre 66 London Road St. Leonards-On-Sea East Sussex TN37 6AS
Phone	01424423683
Email	enquiries@fsncharity.co.uk
Website	www.fsncharity.co.uk

Activities

Objects: (A) TO CARE FOR AND SUPPORT CHILDREN IN NEED OF ANY KIND AND TO PROMOTE THEIR PHYSICAL, MENTAL, EMOTIONAL AND SPIRITUAL DEVELOPMENT (WHETHER THROUGH THEIR FAMILIES, THE COMMUNITY OR OTHERWISE) IN ACCORDANCE WITH CHRISTIAN PRINCIPLES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY; (B) TO UNITE ALL WHO ARE WILLING TO HELP IN THE FOREGOING OBJECTS.

Activities: The principal business of the Fellowship of St Nicholas (FSN) is to support children and families, particulary those suffering the effects of poverty, disadvantage, neglect and abuse.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

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Geography

- East Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,792,751	£1,897,778	£1,769,536	74
2024-03-31	£1,645,874	£1,691,682	£1,870,782	70
2023-03-31	£1,755,581	£1,570,100	£1,918,236	69
2022-03-31	£1,391,030	£1,423,922	£1,738,620	71
2021-03-31	£1,542,349	£1,195,264	£1,764,992	69

Trustees

Name	Role	Appointed
Judith Ann Rogers	Chair	2018-08-09
Dr Roger Elias		2019-02-06
Geoffrey Longmire		2020-07-22
Hayley Thomas		2022-05-23
JANET MARY WYATT		
John French		2021-09-15
Martin Harper Fr		
Mary Osman		2021-09-15
Nigel Lloyd		2024-03-11
Richard Cuff		2018-01-15

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THE FELLOWSHIP OF ST NICHOLAS

England & Wales - Charity number 208446

Accounts

Company registration number: 00371615
Charity registration number: 208446

The Fellowship of St Nicholas

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Manningtons
39 High Street
Battle
East Sussex
TN33 0EE

The Fellowship of St Nicholas

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The Fellowship of St Nicholas

Reference and Administrative Details

Chairman	Cllr. Judy Rogers, Chair
Trustees	Richard Cuff, Vice Chair John French, Treasurer Rev'd Martin Harper Janet Wyatt Dr Roger Elias Geoff Longmire Mary Osman Hayley Thomas Nigel Lloyd Danielle Sedgwick
Charity Registration Number	208446
Company Registration Number	00371615
	The charity is incorporated in England and Wales.
Registered Office	St Nicholas Centre 66 London Road St Leonards on Sea East Sussex TN37 6AS
Principal Office	St Nicholas Centre 66 London Road St Leonards on Sea East Sussex TN37 6AS
Auditor	Manningtons 39 High Street Battle East Sussex TN33 0EE
Solicitors:	Heringtons 1 Upper Lake Battle Sussex TN33 0AN
Bankers	Lloyds Hastings Chelmsford Legg St Osc 1 Legg Street Chelmsford Essex CM1 1JS

The Fellowship of St Nicholas

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Objectives and Activities

Principal activities and review of business

FSN's principal activities are based on its purpose to:
'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse'.

FSN's mission statement:
"Creating space where children, young people and families are inspired and supported to flourish"

FSN's core offer is:
- Children and Young People
- Health and Wellbeing
- Families
- Training and Learning

Summary of Service Delivery

FSN's commitment to early years was strengthened further in the last year with the review and restructure of St Nick's Nursery and the staff training and embedding of inclusive practice across all three nurseries. Both of these strategies ensured that FSN's aims and objectives to support those impacted by poverty and disadvantage were rooted in the plans and children were able to access quality learning experiences.

The positive strength in the charity is the ability to work across sectors, joining up the dots between different services both within the statutory and voluntary organisations in the County. This has been particularly evident in the planning of the Integrated Community Team in Hastings, the planning for the Neighbourhood Boards in Hastings and Bexhill with a focus on young people and the work to develop an Anti-Poverty strategy for Hastings alongside the Local Authority and partners.

The importance of ensuring young people are able to engage and have their views listened to whilst also able to access accredited awards has been a focus in the last year, with incredible outcomes for young people in Bexhill and plans to replicate the work in more rural areas in Rother in the future. The support of young people is also prevalent in FSN's offer to local Colleges and Universities for work placements, resulting in employment in our nurseries and a positive placement for a trainee Social Worker in the TA Hub.

The external and much of the internal works to the building were successfully concluded in the last year and in time for FSN's 85th anniversary celebrations.

Staff Training and Support

FSN is committed to ensure that staff are supported both professionally and personally resulting in a workforce that provides quality services for the children, young people and families that access our projects.

As an organisation, FSN successfully achieved the reaccreditation of the Bronze Wellbeing in the Workplace award through East Sussex County Council and has a commitment to achieving the Silver Award in the coming financial year. Working towards this Award, FSN carried out a Health and Wellbeing Survey as part of the annual staff survey in January, with the following results:

- 87% of staff reported that they felt able to speak to their manager about stress, anxiety, depression and other mental health concerns
- 68% of staff feel they are in good health
- 70% of staff feel that they are listened to and their employer supports their mental health and wellbeing

Feedback included:

"By far the most supportive employer I have ever worked for"

With 79% of staff reporting that they eat less than five portions of fruit and vegetables per day, FSN has started to provide free fruit for all staff and in the last year, in response to the needs of staff, the charity invested in the Mindful Employer Plus Employee Assistance Programme, giving 24-hour access to telephone support.

Staff training is a key element of development of individuals and teams. In the last year, as well as mandatory training, the following qualifications were achieved by staff members:

- Professional Qualification in Early Years Leadership
- Functional skills
- L2 Childcare
- NCFE L2 working with people with mental health needs

With a focus on equality, diversity and inclusion the teams across the 3 FSN Nurseries accessed 2 training days with the second training day giving an opportunity for staff to share with their peers and Trustees how they have embedded inclusive practice. Other staff teams took part in Cultural Competence training at the December training day.

Nursery staff feedback:

"I have really enjoyed brainstorming ideas"

"Good to see how the other nurseries work and layout of nursery"

CHILDREN AND YOUNG PEOPLE

Early Years

With the introduction of the new Government childcare policy, FSN were one step ahead in the re-development of St. Nick's Nursery to meet the demand for places for working parents, whilst also ensuring that there was still an offer for disadvantaged children would have equal access to quality early learning and education. Works were carried out on the building, creating 'home' and learning spaces upstairs, with downstairs offering space with free access to the outdoors. A Forest School approach was introduced as well as embedding inclusive practice both through the environment and the staff team.

During the year, 300 children attended the three nurseries. Of these children:

- 57 had English as an Additional Language (19%), at St Nick's Nursery it is 33%
- 56 had additional needs (19%)
- 113 were eligible for the Early Years Pupil Premium (38%) - a rise of 10% on the previous year
- 77 were in receipt of 2-year old low income funding (26%)

All three nurseries regularly receive feedback from parents/carers and the children:

"F has grown so much since being here. She loves coming in and talks about all the staff at home all of the time." NURSERY PARENT

"I really like playing at nursery, with lots of new toys and lots of things to play with" CHILD'S COMMENT

Case Study

F started at nursery in September 2023. When they started, Mum was very anxious as Dad had not wanted F at nursery due to his own bad childhood experience in education and refused to have anything to do with the nursery. Also F had never been away from Mum and was non-verbal.

It took a little while for both F and Mum to settle into nursery, but with consistent support Mum became more secure in leaving F who started to be more confident and outgoing and Dad could see the positive effect that nursery was having on F.

F is due to start school in September and with support from nursery F was successfully referred to ISEND and now has a diagnosis of ASD and global developmental delay.

F is now talking and can use the nursery communication systems with confidence. The Nursery also gave mum a copy of the signs and symbols and choice boards that are used with F, and they are able to follow routine and manage changes in routine in the home.

Enhanced Inclusive Practice (EIP)

This year, the EIP project which focused on the transition for children who had not had a SEND diagnosis, saw its first cohort of children successfully transition from Nursery to Reception classes of the two schools that were part of the project. Parents leaving the Nursery said:

"Nursery always values the views, wishes and feelings of parents of children with SEND"

"I would always recommend my child's nursery to other parents of children with SEND"

Between October and December, following the transition, the lead practitioner carried out a follow up evaluation with parents who had taken part in the project, as well as the two schools.

"She is doing really well and meeting the teachers made me feel like I knew she would be OK at school" PARENT

"Intervention information and school readiness information was produced from the nurseries, this allowed teachers to best support children" SCHOOL LEAD

The final year of the project will focus on embedding the work across the nurseries sustaining best practice after the project ends.

Mental Health and Bereavement

With the merger of the Dragonflies and My Time teams embedded, the work in the last year focused on the delivery of the services as well as a pilot project in supporting neuro diverse children's transition from Primary to Secondary school.

During the year 266 children and young people completed mental health and bereavement support groups.

Dragonflies

Using the Childhood Bereavement Network evaluation tool, 94% of attendees reported increased resilience, improved communication and self-concept.

Case study

M was referred to Dragonflies following the death of his father. The family were refugees fleeing a war torn country and at risk. M presented at the first session, not understanding why he was there, flitting from one subject to another as he talked. At the session, the lead worker ensured that M received the 1:1 support in the group, helping him to process his thoughts and self-regulate.

As the sessions progressed, M was able to explore his emotions and share his story as he heard other children do and also appeared calmer in his interactions. Working with M, the member of staff was told that the family had no access to pens and pencils at home. FSN was able to share this information with the resettlement team who were able to provide the supplies for the family.

It was clear at the end of the intervention that M had been able to better regulate and communicate their feelings. He had a better understanding of how to engage with his peers and his emotional literacy had grown through the activities. The school also reported that they had noticed a difference in engagement and being able to mix with peers.

My Time

In the last year, 94% of children and young people reported improvement in their self-confidence, self-esteem, an increased understanding of mental health, improvement in relationships with others and increased social engagement.

With feedback from the team on the challenges facing neuro diverse children in moving into Secondary education, a pilot project was developed with a cohort of children from two Primary schools. Peer support groups were co-ordinated in the summer term with a follow up in the Autumn term once the children had started Secondary school. The children who attended were able to state what neurodiverse meant to them, with the following feedback:

- All going after me. Sometimes on outside, treated different
- Mind goes blank, lack of attention
- Sometimes I look like I don't listen, but I am, mainly when I'm tired.
- If told to talk, don't want to - feel like I'm losing it

The group was flexible, meeting the needs of the children involved and included walk and talk sessions and opportunities for the children to journal their experience. At the end of the pilot, 100% of the children involved reported that they had improved resilience, confidence, self-concept and communication skills.

From the feedback in the 'Me and My Feelings' assessment, one child told us that they no longer feel lonely, their sleep improved and they were worrying less.

To gauge how the My Time service was perceived by local schools, a survey was distributed in November 2024. 93% of respondents said that they were satisfied with the service and 91% said that the service met their expectations and benefits students. Schools told us:

"We are happy to be working with your charity and feel it provides a vital service. Peer to peer support is good for this age group particularly and the variety of activities really appeal to the children and brings them to a point where they feel emotionally supported and happy"

"My Time has supported copious students, which has provided them with an invaluable and beneficial framework, giving them the tools to thrive in an environment that they previously may have found a challenge…"

Bexhill Youth Project (BYP)

The project, which is now embedded in the community, delivers weekly sessions for referred young people, as well as opportunities for off site visits including a theatre visit to the local De La Warr Pavilion.

Over the last year there has been a focus on the delivery of accredited awards which culminated in a ceremony in October 2024 planned and organised by the young people and attended by FSN Trustees and external bodies including the Police. Since the project started, young people have gained over 200 AQA awards with 91 achieved in the last year.

With the AQA focus on practical and employment related activities such as C.V. writing and volunteering, BYP retains the engagement and young person led principles that underpin youth work.

Case study

A had been attending the BYP since 2022 and spoke about wanting to get ready for employment with the lead youth worker. A was supported in developing a C.V. including their volunteering at a local animal sanctuary and supporting a local Primary School with activities. As A had attended BYP for some time, FSN was also able to provide a reference.

The C.V. and AQA awards enabled A to secure job interviews and prospective employers remarked on the volunteering and community activity that A had achieved.

A is now training to be a peer support lead at BYP, a new initiative for older members of the group to enable others to see the benefits of engaging with the project, the power of volunteering and seeing the benefit of building a portfolio of AQA awards.

Youth Voice

Following the successful consultation with young people in Rother, following a review of the feedback in November 2024, pilot work focused in two rural areas was undertaken in Westfield and Camber.

The pilot involved six weeks of consultation engaging young people through outreach work and building networks with key decision makers and stakeholders in the local area. At the end of each pilot, events and presentations to the local Parish Councils were planned.

Westfield

During November - December 2024, early morning outreach was employed, meeting the young people at the school bus stop, using a QR code to access the questionnaire and using the results at an event to feedback to the young people and local stakeholders. Early feedback from the young people identified a lack of local opportunities for them in the village and the need for a place to go.

Camber

Using the same strategy as the Westfield pilot, the team carried out early morning outreach sessions in January 2025. Although more challenging, the team persevered and engaged with local businesses and parents in the area, as well as attending the local secondary school. The results will be presented to the Parish Council in the coming year. Feedback identified a wish for more sport related activity but led by a youth worker to support engagement.

BrightPath

In partnership with East Sussex County Council's Contextual Safeguarding Team and funded by the Youth Endowment Fund (YEF), a project to explore ways to prevent children and young people becoming involved in exploitation was developed as part of a national initiative. The work involved Council Family Support Workers and FSN team in delivering a range of activities both aimed at the whole family and specifically for young people, including cooking, pool and football. The project has been extended with an evaluation due in the coming year.

HEALTH AND WELLBEING

Health and Wellbeing Community Hubs

With the ongoing commitment from the Sussex Integrated Care Board, FSN continued the partnership working with Education Futures Trust and The Pelham to support the work to support health inequalities in Hastings.

The funding enabled the development of the volunteer co-ordinator, data collection and the strategic partnership work of the charity in supporting the wider areas of improvement of services, referral routes and closer relationships.

With the continued support of the local Primary Care Network, the mobile dental unit offered appointments to families unable to access local dentists. Over the course of the year Dentaid provided free dental care to 114 individuals.

Volunteering

FSN values the support and commitment that volunteers give to the charity, bringing their own experiences and journey into the projects and work that they support, including the Pantry, Coffee and Chat, Table Sales, Mental Health and Bereavement delivery and as a trained volunteer in PACT.

In the volunteer led groups, over 166 hours of sessions were held and 54 participants benefitted. One of the attendees of the Coffee and Chat told us:

"Coffee and chat is a friendly place on a Friday. Pleasant company and chat. Staff are very helpful too."

From the annual volunteer survey in June 2024, from those who responded:

- 100% said that they received support when needed and learned from other volunteers and staff
- 87% felt that they were doing something meaningful
- 62% reported increased self-confidence
- 100% felt that their contribution had been valued

One volunteer said:

"FSN as a whole makes you feel like a real valued part of society and that your work with them is really appreciated."

In total, FSN received the support of 55 volunteers in the last year.

FSN Pantry

In the last year, FSN carried out a review of the Pantry and measures were put in place, giving families up to a year for the service and ensuring signposting and support.

In the last year on average, 40 families accessed the Pantry each week.

As part of the Food Network in Hastings, FSN took part in a Feeding Britain national survey. Our data was then broken down with the following results from those who responded to the questionnaire:

- 84% agreed that they have eaten more fresh fruit and vegetables since using the service
- 68% said they had cooked more meals at home
- 79% said that their wellbeing had improved since accessing the service
- 53% said that they had needed to use the Foodbank less often

On average Pantry members felt that they had saved £14.92 per shop and took home the equivalent of 5.6 meals.

Health and Wellbeing Coaches

The two Health and Wellbeing Coaches funded by the local Primary Care Network are now embedded within the provision of non-clinical support. The Coaches facilitate peer support groups and offer 1:1 coaching to clients looking to make lifestyle choices to manage their long term health conditions.

In the last year, the team received 394 GP referrals for support. From this, 98 clients participated in 1:1 and peer support sessions and there were 268 attendances at workshops and programmes run by the Coaches.

125 clients completed assessments using the Health Outcome Star with the following outcomes recorded:

- 87% reported a better understanding of lifestyle factors
- 82% reported improved nutrition
- 82% had increased activity levels
- 85% had improved wellbeing
- 87% had improved self-care

During the year, 17 information sessions were held including women's health (menopause/perimenopause) and managing long term health conditions including living with diabetes. The sessions had 169 attendances and the sessions were also supported with talks by the wider Primary Care Network Team.

One client said:

"Coaching has been very helpful to help and enable me to bring positives into a very hard time in my life and living with chronic illness. She (the Health Coach) has helped me to find my focus and feel more myself again by encouraging walking, eating well and in easy more manageable ways and encouraging and supporting self-care/wellbeing without feeling guilty on the bad days.... Her coaching was very helpful, professional, approachable and holistic and made such a difference."

FAMILY SUPPORT

The Hub - Temporary Accommodation Project

The work of the Hubs is widely known and in the last year, FSN has been involved in presentations on the work of the Hub and has had input and influence on the Hastings Housing Strategy both in terms of a strategic view and from families with lived experience. The highlight for the work of the TA Hub was as a finalist for a Children and Young People Now Award in the Supporting Families category, with an event in London to celebrate the national finalists.

Local Councils in Hastings and Eastbourne have prioritised housing needs with the result of larger numbers of new properties available for families living in temporary accommodation. However, there remains a large number of families without secure accommodation and the Hub continues to offer the peer support and space for families to access services and guidance. FSN has also been involved in highlighting the issue of the impact of living in TA on children with Public Health and discussions on how this can best be supported.

In the last year, The Hub supported 63 families and 183 individuals either in the group sessions, by telephone, outreach sessions, or lunch clubs during the holidays.

Case Study

Family housed in very small temporary accommodation. Young single Mum struggling with feelings of isolation and confusion over housing process.

Regular attendance at TA Hub relieved sense of isolation and was able to access peer support. Supported ongoing attendance at PACT. Supported Mum to:

- Access GP advice around child's development
- Attended multiple family learning courses including Moving In Moving On (NHS Health Inequalities funded course)
- Understand the housing bidding process Access vouchers to support budgeting
- Referred to Pantry to support family finances
- Enrolled child in nursery

The TA Hub team supported family through multiple moves of temporary accommodation and helped Mum to access warm home funding with CAB. TA Hub team supported Mum to look at future working options.

Mums resilience and mental health vastly improved. Child's development progressing well and child is attending nursery and thriving. Family are less isolated and engaging in groups and activities that support their social skills. Has successfully bid and is moving into permanent accommodation. Mum is now accessing education and planning to complete English and Maths GCSEs to improve their prospects.

Outcomes were measured using the East Sussex County Council Family Support Assessment Tool. The tool focuses on 10 themes and the TA Hub work supports some of the themes including, mental and physical health, good early years development, family relationships and financial stability.

Of those completing the assessments, 90% reported reduced anxiety and feelings of isolation and 90% reported increased resilience.

One parent said:

"I can't believe all the help we have had, my child sees the Hub as family and I have made so many good friends who I will still see in the future."

The NHS funded Health Inequalities funding continued to support the delivery of Moving On, Moving Up, with one further course focused on families moving into permanent accommodation. One parent said:

"I moved away from the area during the course but continued to receive telephone support from the tutor. This helped me to understand what I needed to do to maintain my new tenancy. She also helped me to access a Key Worker for additional support in this new town where I don't know anyone else" Mum of 4 children fleeing D.A. and in TA for 5 years

PACT (Parents and Children Together)

During the year, PACT continued to offer two strands to the project; the volunteer peer support training and the drop-in groups for families with pre-school children.

The last year saw PACT recruit 12 parent/carers with over 60% completing the training and gaining their qualification. The success of the course has led to three of the volunteers from this year gaining employment, with another two existing volunteers also going into employment and one moving into a different volunteering role.

In the last year 51 families were supported by PACT and from those who attended, 84% attended the Pantry and 32% attended the Family Learning courses offered by FSN.
The project uses the Early Years Outcome Star to measure outcomes for parent/carers attending PACT and in the last year:

- 80% of parents reported reduced feelings of isolation
- 85% reported increased emotional wellbeing
- 80% reported increased confidence/resilience

For the children, parent/carers completed an East Sussex County Council language checker, as well as the child development section of the Early Years Outcome Star. 80% of parents reported improvement in their child's physical and social development from attending the PACT group sessions.

A parent with a child with additional needs said:

"When I first came my son wouldn't go up to anyone, or sit at the table for snack time but that all changed today when he sat at the table with the other children. I was so happy."

Early Years Specialist Family Support Worker

Due to its success, the Family Support pilot which began in February 2024, was extended with referrals not just from FSN nurseries, but from our wider services including PACT and the TA Hubs. Outcomes were measured using the East Sussex County Council Whole Family Assessment tool.

In the last year 50 families received support with the following outcomes achieved:

- 88% reported improved child development
- 72% reported improved physical and mental health
- 26% secure housing challenges supported
- 26% finances
- 10% of families referred for issues related to family relationships - 100% reported feeling better able to manage their situations
- 5% of families referred for issues related to domestic abuse - 100% reported feeling safer after support

Feedback:

On behalf of me and my husband we just wanted to say that the help and support we have received from … has been invaluable at such a tough time for us.

Our son attends the Nursery and has had several hospital appointments during the course of the year.

The support worker first contacted us when we were experiencing many issues with his physical health (he had previously had two major surgeries). The worker came round to our home and we spoke about our son at great lengths and how we were to manage his ongoing issues.

The worker provided us with information on support groups, sound advice and really helped us highlight areas we could improve on. She also put herself out there with our son's clinicians and departments that had refused treatment/help he desperately needed and still does need. To which the consultant agreed and echoed her thoughts.

It is because of the worker that our son has had referrals made and been seen by certain clinicians.

She should be viewed as an asset to FSN. She has displayed an empathetic, caring approach to our unique situation and has tried her best to guide us accordingly.

We thank her for everything.

EDUCATION AND TRAINING

Reduced funding opportunities had an impact on the number of courses that FSN was able to offer in the last year. However, with more effective links with the College, FSN is now a member of the Employer Exchange Forum along with other local employers.

With funding from East Sussex County Council, the Primary Care Network, NHS and the Sussex Community Foundation, FSN was able to offer 20 courses and workshops across the year.

- Family Learning - 74 learners accessing courses and workshops with 100% gaining confidence in supporting their child's development and 97% reporting improved skills
- Multiply - 21 learners accessed the courses on offer with 86% reporting improved numeracy skills and 95% with improved confidence
- Adult Wellbeing - 22 adults accessed with 80% reporting improved wellbeing and confidence
- Accredited Learning - one employability course was delivered to train volunteers supporting PACT with 80% of learners achieving the full qualification and 90% reporting improved skills
- Health Inequalities - with funding from the NHS, FSN delivered a course supporting families living in temporary accommodation to build their personal development skills in readiness for moving into permanent accommodation. The evaluation showed that 80% had improved confidence and wellbeing

Learners said:

"Good opportunity for me as a volunteer to improve my confidence using numbers, so I can get a job as an administrator" Multiply learner

"Learning about different ways to engage them in stories is great, they don't like just sitting and listening, cos I'm not very good at reading" Family Learning Parent: Story Time Adventures course

"This course has really made my confidence grow and I have made some lovely friends. I am excited about where my new skills will take me" PACT course participant

Skills and Learning in the Community (SLiC)

In the last year, SLiC has further developed its membership to include two local Colleges, East Sussex College Group and Plumpton, with the latter securing funding for capital infrastructure to support adult learning in Hastings and Rother.

There is ongoing commitment from the members of SLiC in championing the needs of those who are furthest away from formal learning establishments and to explore and find ways to work together for the benefit of local people. As part of this, SLiC members took part in an evaluation of adult skills as part of the ESCC skills strategy, sharing their experience and understanding of local people.

Fundraising

FSN is registered with the Fundraising Regulator and complies with regulatory standards for fundraising activity, adhering to the relevant Code of Practice. FSN did not engage any fundraising service providers in the last year.

FSN continues to operate a low cost Lottery as part of our fundraising strategy for our Dragonflies bereavement project.

A complaints policy is in place which explains the procedure on how an individual can complain, along with a policy to protect vulnerable people and we received no complaints in regard to its fundraising efforts in the last year. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public Benefit

FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The Fellowship of St Nicholas

Trustees' Report

Strategic Report for the Year Ended 31 March 2025

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2025, in compliance with s414C of the Companies Act 2006.

Transactions and Financial Position

The Statement of Financial Activities on Page 24 shows that expenditure of Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 40.

Policy on Reserves

The Trustees have examined the requirements for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be sustainable, including an allowance for the cost of relevant core staff time. The cost of projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2025, the general fund (free reserves) amounted to £56,186 whilst other designated reserves amounted to £457,342 and restricted funds to £255,141 totalling £768,669.

Future Plans

Using feedback from service users, families, volunteers and staff, the Trustees work to ensure that FSN continues to be 'one step ahead' in meeting the changing needs of the community. In the coming year, the following areas of work have been agreed:

- Review and development of services which support children, young people and adults impacted by adverse childhood experiences
- Outreach and 1:1 support for families in Temporary Accommodation
- Achievement of the East Sussex Wellbeing at Work Silver Award
- Embedding the Rother youth strategy
- Involvement in the development of the ESCC Earlier Intervention strategy
- Celebrating 20 years of Dragonflies bereavement project

With the challenges in the funding picture nationally, both through grants and commissioning, FSN will need to prioritise the funding strategy to ensure continued delivery of the much needed services to support children, young people and families in the coming year. The importance of partnership working will be paramount at this time to ensure that opportunities are maximized.

Following the announcement of the retirement of the current CEO, Trustees will also be recruiting to a new Chief Executive for the charity. Although acknowledging the change for the organisation, a new leader who brings their own unique experiences and plans is an exciting prospect, ensuring that FSN continues to thrive and flex with the changing needs and can develop the charity through the next stage of its journey in the delivery of quality services for children, young people and families.

The Fellowship of St Nicholas

Trustees' Report

Governance and Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12-month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

The Board of Trustees reviews progress against the 3-year business plan quarterly, ensuring potential issues are addressed in a timely and appropriate manner. This last year, FSN has been slightly impacted in a few areas by the challenges on funding nationally, these have been addressed through revisions to the methods of providing services.

To support this, Trustees have undertaken visits to the majority of projects and services over the last year, speaking to staff and providing reports to the Board along with any recommendations. Trustees additionally monitor the targets of the charity against our three-year strategy. In the last year Trustees agreed that these had been progressed effectively and currently FSN is on track to achieve the strategic goals.

As at 31st March 2025, FSN has a Board of 11 Trustees who have experience and knowledge in areas such as early years, research, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

Major risks and management of those risks

Risk Management

FSN holds a comprehensive risk management plan which is reviewed on a regular basis. This plan considers risks associated with the provision of operational delivery, financial management, Human Resource, compliance, technology and areas of uncertainty.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.
Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.
The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.
The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance.
Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

The Fellowship of St Nicholas

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Chairman:	Cllr. Judy Rogers, Chair
Trustees:	Richard Cuff, Vice Chair
	John French, Treasurer
	Rev'd Martin Harper
	Janet Wyatt
	Dr Roger Elias
	Geoff Longmire
	Mary Osman
	Hayley Thomas
	Dr Anne Austen (resigned 28 January 2025)
	Shireen Smith (appointed 23 September 2024 and resigned 6 January 2025)
	Nigel Lloyd
	Danielle Sedgwick (appointed 23 September 2024)
	Tracey Rose, Secretary (resigned 16 May 2025)

FSN President - Mollie Green MBE

FSN Patrons:

- Andrew Blackman Lord Lieutenant of East Sussex
- Baroness Fookes DBE DL
- The Right Reverend Dr. Martin Warner MA PhD

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team. FSN employs:

- 17 full time staff
- 47 part-time staff

During the year FSN received support from 55 volunteers.

Statement of trustees' responsibilities

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The Fellowship of St Nicholas

Trustees' Report

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Auditors

Auditors are appointed at FSN's AGM. In 2024, the AGM was held on Monday 23rd September where it was agreed to tender for the Auditor for the charity. The new Auditor was appointed in December 2024. FSN's 2025 AGM will be held on Monday 15th September.

The annual report was approved by the trustees of the charity on 15/9/25 and signed on its behalf by:

.....

Cllr. Judy Rogers
Chairman

The Fellowship of St Nicholas

Independent Auditor's Report to the Members of The Fellowship of St Nicholas

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report to the Members of The Fellowship of St Nicholas

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 19 and 20), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Independent Auditor's Report to the Members of The Fellowship of St Nicholas

The detection of fraud and irregularities is a primary consideration of the audit planning and is carried through to the audit completion stage. A risk assessment and preliminary analytical review is undertaken at the planning stage and areas of concern are then built into the audit strategy and testing to ensure sufficient procedures and evidence is obtained to give comfort that material irregularities and potential instances of fraud are detected where possible.

The audit team is briefed regarding any areas or concern, the potential audit risks and consequential impact. The audit team remained vigilant throughout their work and made enquiries of key management personnel throughout. The Fellowship of St Nicholas key management were consulted on any known or suspected breaches in laws and regulations along with misappropriation of funds at both the planning and completion stages of the audit. Due consideration was given to the possible use of management override and this was built into our audit strategy.

The initial risk assessment highlighted a potential show stopper being of non-compliance with Ofsted. The Fellowship of St Nicholas last had an Ofsted inspection in 2022 for all nurseries. There has been no subsequential exemptions or reports to indicate this has changed.

The purpose of the preliminary analytical review of the financial statements is to highlight any possible areas of concern to investigate whether the variance is expected or unexpected, based on the information obtained as part of the planning process and the current climate the charity is operating under. Relevant audit tests had then been planned to obtain supporting documentation to ensure that they are within the charitable objectives and no misappropriation of funds by way of fraud, or misstatements. Latest accounts disclosure checklists available are also completed to ensure the accounts comply with the latest reporting framework that is applicable to the charitable company.

There are aspects of the audit which are deliberately unpredictable to assist in the detection of irregularities, such as varying how we test items which are more susceptible to fraud, year on year and by incorporating systematic sampling over the populations tested.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

R. Walsh.

.....

Rowena Walsh FCCA (Senior Statutory Auditor)
For and on behalf of Manningtons, Statutory Auditor

39 High Street
Battle
East Sussex
TN33 0EE

Date: 25.09.25

The Fellowship of St Nicholas

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations, legacies and grants	3	11,955	77,186	89,141
Charitable activities	4	250,873	1,171,133	1,422,006
Investment income	5	30,646	-	30,646
Other trading activities	6	224,688	26,270	250,958
Total income		518,162	1,274,589	1,792,751
Expenditure on:				
Raising funds	7	(1,959)	(7,207)	(9,166)
Charitable activities	8	(492,429)	(1,396,183)	(1,888,612)
Total expenditure		(494,388)	(1,403,390)	(1,897,778)
Gains/losses on investment assets		3,780	-	3,780
Net income/(expenditure)		27,554	(128,801)	(101,247)
Net movement in funds		27,554	(128,801)	(101,247)
Reconciliation of funds				
Total funds brought forward		1,295,967	574,816	1,870,783
Total funds carried forward	21	1,323,521	446,015	1,769,536

The notes on pages 28 to 46 form an integral part of these financial statements.

The Fellowship of St Nicholas

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations, legacies and grants	3	12,788	266,603	279,391
Charitable activities	4	267,784	798,801	1,066,585
Investment income	5	20,517	-	20,517
Other trading activities	6	252,582	26,799	279,381
Total income		553,671	1,092,203	1,645,874
Expenditure on:				
Raising funds	7	(2,209)	(6,820)	(9,029)
Charitable activities	8	(518,604)	(1,164,049)	(1,682,653)
Total expenditure		(520,813)	(1,170,869)	(1,691,682)
Gains/losses on investment assets		(1,646)	-	(1,646)
Net income/(expenditure)		31,212	(78,666)	(47,454)
Net movement in funds		31,212	(78,666)	(47,454)
Reconciliation of funds				
Total funds brought forward		1,264,755	653,482	1,918,237
Total funds carried forward	21	1,295,967	574,816	1,870,783

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2025 and 2024 is shown in note 21.

The Fellowship of St Nicholas

(Registration number: 00371615)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	14	948,620	977,032
Investments	15	92,247	88,467
		1,040,867	1,065,499
Current assets			
Debtors	16	14,966	20,159
Cash at bank and in hand		801,206	870,460
		816,172	890,619
Creditors: Amounts falling due within one year	17	(47,503)	(45,335)
Net current assets		768,669	845,284
Total assets less current liabilities		1,809,536	1,910,783
Creditors: Amounts falling due after more than one year	18	(40,000)	(40,000)
Net assets		1,769,536	1,870,783
Funds of the charity:			
Restricted income funds			
Restricted funds	21	446,015	574,816
Unrestricted income funds			
Unrestricted funds		1,323,521	1,295,967
Total funds	21	1,769,536	1,870,783

The financial statements on pages 24 to 46 were approved by the trustees, and authorised for issue on 15/9/25 and signed on their behalf by:

.....
Cllr. Judy Rogers
Chairman

The Fellowship of St Nicholas

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash expenditure		(101,247)	(47,454)
Adjustments to cash flows from non-cash items			
Depreciation		28,412	29,783
Revaluation of investments		(3,780)	1,646
		(76,615)	(16,025)
Working capital adjustments			
Decrease in debtors	16	5,193	3,935
Increase in creditors	17	2,168	21,256
Net cash flows from operating activities		(69,254)	9,166
Net (decrease)/increase in cash and cash equivalents		(69,254)	9,166
Cash and cash equivalents at 1 April		870,460	861,294
Cash and cash equivalents at 31 March		801,206	870,460

All of the cash flows are derived from continuing operations during the above two periods.

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
The Fellowship of St Nicholas meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments
All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations and legacies

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Grants receivable

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Gifts in kind

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

Donated services and facilities

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. it is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Charitable activities

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Other income

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Raising funds

includes expenses directly related to fund raising, such as advertising a fundraising event;

Charitable activities

includes expenses involved in the running of charitable projects, such as staff salaries; and

Other expenditure

represents those items not falling into the categories above.

Taxation

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

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold Property	1% straight line
St Nick's Nursery & Training Centre	1% straight line and 10% straight line
St Leonards Children's Centre	10% straight line
Fixtures, fittings and equipment	20% straight line
Computer equipment	33.33% straight line
Motor vehicles	25% straight line

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

Impairment of fixed assets
Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount , an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

Fixed asset investments
Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings
Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

Employee benefits
When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Fund structure
Unrestricted funds 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 unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of rasing and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	11,955	77,186	89,141
	11,955	77,186	89,141

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	12,788	266,603	279,391
	12,788	266,603	279,391

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Private Fees	249,801	-	249,801
ESCC - EYEE	-	721,136	721,136
ESCC	-	143,071	143,071
ESCC - Enhancing Exclusive Practice	-	27,273	27,273
ESCC - Rejuvenate	-	50,000	50,000
PCN/CCG	-	99,367	99,367
PCN Health Coach	-	66,456	66,456
National Lottery Community Fund - RC London & SE Region - Ref: 20229789	-	60,764	60,764
Various other	1,072	3,066	4,138
	250,873	1,171,133	1,422,006

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Private Fees	261,784	-	261,784
ESCC - EYEE	-	477,268	477,268
ESCC	-	63,575	63,575
ESCC - Enhancing Exclusive Practice	-	24,243	24,243
Children In Need	-	8,052	8,052
Big Lottery Fund - Dragonflies: 10340609	-	31,348	31,348
Big Lottery Fund - The Hub (TA) 20103816	-	106,216	106,216
PCN Health Coach	-	66,456	66,456
National Lottery Community Fund - RC London & SE Region - Ref: 20229789	-	12,711	12,711
Various other	6,000	8,932	14,932
	267,784	798,801	1,066,585

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	25,147	25,147	15,292
Other income from fixed asset investments	5,499	5,499	5,225
	30,646	30,646	20,517

6 Other trading activities income

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Project fees and rents	204,506	-	204,506
Other trading activities	20,182	26,270	46,452
	224,688	26,270	250,958

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Project fees and rents	223,502	9,600	233,102
Other trading activities	29,080	17,199	46,279
	252,582	26,799	279,381

7 Expenditure on raising funds

a) Other costs of generating donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Costs of generating donations and legacies - administration costs	1,959	7,207	9,166

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Costs of generating donations and legacies - administration costs	2,209	6,820	9,029

8 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2025 £
Running expenses		-	271,490	280,314	551,804
Staff costs	12	-	192,526	1,115,869	1,308,395
Depreciation of tangible fixed assets		16,721	11,692	-	28,413
		16,721	475,708	1,396,183	1,888,612

	Activity undertaken directly £	Activity support costs £	2025 £
Total expenditure	1,806,040	28,413	1,834,453

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2024 £
Running expenses		-	238,959	271,825	510,784
Staff costs	12	-	249,862	892,224	1,142,086
Depreciation of tangible fixed assets		16,721	13,062	-	29,783
		16,721	501,883	1,164,049	1,682,653

	Activity undertaken directly £	Activity support costs £	2024 £
Total expenditure	1,652,870	29,783	1,682,653

9 Analysis of support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

10 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2025 £	2024 £
Audit fees	9,600	5,600
Depreciation of fixed assets	28,413	29,783

11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

12 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	1,204,740	1,056,341
Social security costs	76,007	62,026
Pension costs	20,896	18,429
Other staff costs	6,752	5,290
	1,308,395	1,142,086

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Staff	74	70

No employee received emoluments of more than £60,000 during the year.

Key management personnel remuneration in the year totalled £93,793 (2024 - £79,510).

Employee benefit obligations

Defined contribution pension plans

The charity operates a defined contribution pension plan for it's employees. The amount recognised as an expense in the year was £20,896 (2024 - £18,429).

13 Taxation

The charity is a registered charity and is therefore exempt from corporation tax.

14 Tangible fixed assets

	Freehold property £	Improvements to property £	Furniture and equipment £	Motor vehicles £	Computer equipment £	Total £
Cost						
At 1 April 2024	902,360	587,983	63,468	57,634	44,766	1,656,211
Disposals	-	-	-	(22,724)	-	(22,724)
At 31 March 2025	902,360	587,983	63,468	34,910	44,766	1,633,487
Depreciation						
At 1 April 2024	450,796	82,695	63,468	40,419	41,801	679,179
Charge for the year	7,050	9,671	-	8,727	2,964	28,412
Eliminated on disposals	-	-	-	(22,724)	-	(22,724)
At 31 March 2025	457,846	92,366	63,468	26,422	44,765	684,867
Net book value						
At 31 March 2025	444,514	495,617	-	8,488	1	948,620
At 31 March 2024	451,564	505,288	-	17,215	2,965	977,032

15 Fixed asset investments

	2025	2024
	£	£
Other investments	92,247	88,467

Other investments

	Listed investments	Total
	£	£
Cost or Valuation		
At 1 April 2024	88,467	88,467
Revaluation	3,780	3,780
At 31 March 2025	92,247	92,247
Net book value		
At 31 March 2025	92,247	92,247
At 31 March 2024	88,467	88,467

The market value of the listed investments at 31 March 2025 was £92,247 (2024 - £88,467).

There were no investment assets outside of the UK.

The income, expenses, net gains and losses attributable to the charity's finanacial instruments are summarised as follows:

Financial assets measured at fair value through net income 2025 - £3,780 gain (2024 - (£1,646) loss).

16 Debtors

	2025	2024
	£	£
Trade debtors	10,881	20,158
Prepayments	4,085	-
Other debtors	-	1
	14,966	20,159

17 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	26,607	29,481
Other creditors	11,296	8,769
Accruals and deferred income	9,600	7,085
	47,503	45,335

18 Creditors: amounts falling due after one year

	2025	2024
	£	£
Other loans	40,000	40,000

Included in the creditors are the following amounts due after more than five years:

	2025	2024
	£	£
After more than five years not by instalments	40,000	40,000

Other loans after five years
It has come to the attention of FSN after the Balance Sheet date that it is unlikely that the loan will ever need repaying. Further information will be know in due course.

19 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £20,896 (2024 - £18,429).

20 Related party transactions

During the year Trustees have made donations without conditions totalling £440 (2024 - £400).

21 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
General						
General Fund	112,229	518,162	(477,667)	(39,296)	3,780	117,208
Designated						
Property Fund	1,048,738	-	(16,721)	(704)	-	1,031,313
Project Development Fund	50,000	-	-	-	-	50,000
HR Reserve	60,000	-	-	40,000	-	100,000
Early Years Fund	25,000	-	-	-	-	25,000
	1,183,738	-	(16,721)	39,296	-	1,206,313
Total unrestricted funds	1,295,967	518,162	(494,388)	-	3,780	1,323,521
Restricted funds						
PACT	13,569	99,367	(88,646)	-	-	24,290
Greenway Nursery	-	249,913	(248,927)	-	-	986
St Nicks Nursery	(5,996)	268,294	(265,709)	5,996	-	2,585
St Nicholas Centre	29,474	167,079	(194,671)	-	-	1,882
Robsack Centre	9,600	-	(9,600)	-	-	-
Silverdale Nursery	-	227,939	(224,739)	-	-	3,200
Dragonflies	155,410	1,277	-	(41,011)	-	115,676
Childcare Fund	2,135	833	(708)	-	-	2,260
Millennium Committee	15,486	-	-	-	-	15,486
Nursery Improvement Fund	183,285	-	-	-	-	183,285
TA Project	90,537	94,302	(143,394)	-	-	41,445
Mental Health & Bereavement	(15,392)	62,761	(88,380)	41,011	-	-
Enhancing Inclusive Practise	9,619	27,273	(34,844)	-	-	2,048
Youth	63,454	6,201	(51,018)	-	-	18,637
Community Learning	9,828	19,350	(29,178)	-	-	-
Capital Account	7,811	-	-	(5,996)	-	1,815
Holiday Space	5,996	-	-	-	-	5,996
Rejuvenate	-	50,000	(23,576)	-	-	26,424
Total restricted funds	574,816	1,274,589	(1,403,390)	-	-	446,015
Total funds	1,870,783	1,792,751	(1,897,778)	-	3,780	1,769,536

The Fellowship of St Nicholas

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
General						
General Fund	100,000	553,671	(504,796)	(35,000)	(1,646)	112,229
Designated						
Property Fund	1,064,755	-	(16,017)	-	-	1,048,738
Project Development Fund	50,000	-	-	-	-	50,000
HR Reserve	50,000	-	-	10,000	-	60,000
Early Years Fund	-	-	-	25,000	-	25,000
	1,164,755	-	(16,017)	35,000	-	1,183,738
Total unrestricted funds	1,264,755	553,671	(520,813)	-	(1,646)	1,295,967
Restricted						
PACT	113,432	-	(99,863)	-	-	13,569
Greenway Nursery	-	127,977	(127,977)	-	-	-
St Nicks Nursery	-	199,138	(205,134)	-	-	(5,996)
My Time	21,485	36,981	(58,466)	-	-	-
St Nicholas Centre	30,000	176,294	(176,820)	-	-	29,474
Robsack Centre	-	9,600	-	-	-	9,600
Silverdale Nursery	-	174,307	(174,307)	-	-	-
Dragonflies	139,130	52,470	(36,190)	-	-	155,410
Childcare Fund	1,572	1,250	(687)	-	-	2,135
Millennium Committee	15,486	-	-	-	-	15,486
Nursery Improvement Fund	183,285	-	-	-	-	183,285
TA Project	87,385	151,216	(148,064)	-	-	90,537
Mental Health & Bereavement	-	36,800	(52,192)	-	-	(15,392)
Enhancing Inclusive Practise	-	24,243	(14,624)	-	-	9,619
Youth	47,900	73,917	(58,363)	-	-	63,454
Community Learning	-	28,010	(18,182)	-	-	9,828
Capital Account	7,811	-	-	-	-	7,811
Holiday Space	5,996	-	-	-	-	5,996
Total restricted funds	653,482	1,092,203	(1,170,869)	-	-	574,816
Total funds	1,918,237	1,645,874	(1,691,682)	-	(1,646)	1,870,783

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Working to Capacity', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2023/24 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

22 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2025
	General	Designated		
	£	£	£	£
Tangible fixed assets	8,775	748,971	190,874	948,620
Fixed asset investments	92,247	-	-	92,247
Current assets	103,689	457,342	255,141	816,172
Current liabilities	(47,503)	-	-	(47,503)
Creditors over 1 year	(40,000)	-	-	(40,000)
Total net assets	117,208	1,206,313	446,015	1,769,536

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	9,926	753,000	214,106	977,032
Fixed asset investments	88,467	-	-	88,467
Current assets	99,171	430,737	360,710	890,618
Current liabilities	(45,334)	-	-	(45,334)
Creditors over 1 year	(40,000)	-	-	(40,000)
Total net assets	112,230	1,183,737	574,816	1,870,783

23 Analysis of net funds

	At 1 April 2024 £	Financing cash flows £	At 31 March 2025 £
Cash at bank and in hand	870,460	(69,254)	801,206
Debt due after more than one year	(40,000)	-	(40,000)
Net debt	830,460	(69,254)	761,206

	At 1 April 2023 £	Financing cash flows £	At 31 March 2024 £
Cash at bank and in hand	861,294	9,166	870,460
Debt due after more than one year	(40,000)	-	(40,000)
Net debt	821,294	9,166	830,460

THE FELLOWSHIP OF ST NICHOLAS

England & Wales - Charity number 208446

Accounts

REGISTERED COMPANY NUMBER: 00371615 (England and Wales)
REGISTERED CHARITY NUMBER: 208446

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

FOR

THE FELLOWSHIP OF ST NICHOLAS

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

THE FELLOWSHIP OF ST NICHOLAS

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FOR THE YEAR ENDED 31 MARCH 2024

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THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Principal activities and review of business

FSN's principal activities are based on its purpose to:
'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse'.

As part of the development of FSN's 3-year strategic plan, the Board of Trustees reviewed the work delivered and agreed a 'core offer' as well as an updated Mission Statement which was consulted on with staff and volunteers.

FSN's mission statement was agreed as:

"Creating space where children, young people and families are inspired and supported to flourish"

The core offer was defined to enable a clearer understanding of the work of FSN and bring together the individual projects and Trustees agreed the following categories of the core offer:
- Children and Young People
- Health and Wellbeing
- Families
- Training and Learning

As part of this, FSN's My Time mental health project and Dragonflies bereavement project merged to form a mental health and bereavement offer for children and young people. To support FSN's core offer, a Reaching Communities Lottery bid was submitted and it was with great pride that this was successful with five years funding allocated to support the Children and Young People and Families aspects of the core offer.

Summary of Service Delivery

Partnership working has played a key role in the work this year, from a young person led research project focusing on barriers to employment and young people's views on access to Primary Care, to working with adult health services and Integrated Care Team partners.

The cost of living crisis continued to place demands on FSN services, especially the Temporary Accommodation Hub and the food Pantry and staff worked hard to meet the demand and ensure families were supported. Families also faced increasing pressure in our nurseries, impacting on children's Prime Areas of Learning i.e. language and communication, physical and emotional development.

The need for more intensive support was identified and the role of the Family Support Worker was developed, offering 1:1 intervention and minimizing the risk of escalation to Children's Services. This along with small group work and partnerships with local Primary Schools, the Enhanced Inclusive Practice project will look to develop best practice across East Sussex.

Works finally started on the outside of the building following lengthy delays in contracting the works and sourcing the materials for the work.

Staff Training and Support

FSN appreciates and respects the work of the committed staff teams across the organisation. Without them the organisation would not be able to offer the quality services for children, young people and families. By listening to staff FSN ensures that ongoing training opportunities are available to further develop the workforce, and two pay increases were awarded during the year in recognition of the cost of living crisis impacting on them.

As well as the mandatory training in safeguarding and first aid, the following specialist training was offered:

- Promoting Race & Ethnic Equality in Mental Health Care
- EMCC Accredited Health Coach Programme
- Traumatic Bereavement
- Leadership & Management
- SENCO Training for Early Years providers
- Trauma Informed Care Awareness

The FSN Staff and Volunteer Wellbeing Toolkit was reviewed and updated and continues to be used to support the team.

Following feedback from staff, the team day in December 2023 was focused on the different projects across the charity. One staff member said:

"I just wanted to drop a line to say a big thank you for the staff conference day. I found the tours/groups incredibly useful and acquired an awful lot of new knowledge. I look forward to being able to signpost our families more effectively and it was lovely to meet so many new people and better understand everything that FSN has to offer".

This also resulted in 97% of staff responding to the annual staff survey saying that they had a good understanding of the projects and services that FSN offers.

100% of respondents to the staff survey also reported that:

- They receive recognition of their efforts
- They receive regular supervision
- They would recommend FSN to someone looking for a job

When asked what FSN's strengths were, staff said:

"The people who work and volunteer at FSN, the breadth and depth of services available and how the organisation takes forward ideas"

"I have been supported through every part of my career, given so many opportunities and different steps"

"Making people feel welcome, supported and appreciated, staff volunteers and service users"

CHILDREN AND YOUNG PEOPLE

Early Years

The effects of the COVID pandemic were still evident in children's development on entry to nursery. A rise of 10% of children with additional needs and an 11% rise in children eligible for the Early Years Pupil Premium (EYPP)accessing nursery provision led to the staff teams focusing efforts on the Prime Areas of Learning and specifically Language and Communication.

In response to this, FSN applied to take part in an East Sussex project, Enhancing Inclusive Practice (EIP). This is a two-year project working with local Primary schools in developing effective transition for children who do not meet the thresholds for an Education, Health and Care Plan (EHCP). The aim of the project is to ensure that the identified children and their families receive the right support to enable a smooth and successful transition from nursery to Reception class.

During the year, 302 children attended the three nurseries. Of these children:

- 61 had English as an Additional Language (20%), at St Nick's Nursery it is 29%
- 58 had additional needs (19%) - a rise of 10% on the previous year
- 84 were eligible for the Early Years Pupil Premium (28%) - a rise of 11% on the previous year
- 71 were in receipt of 2-year funding (23%)
- 91 successfully transitioned to Primary school (30%)

All three nurseries regularly receive feedback from parents/carers and the children:

"What an amazing nursery! All three of my children have attended this nursery and I cannot fault them. Each Individual staff member past and present have been amazing, the children are well looked after the staff are always happy to help. The children are always happy! Definitely recommend this nursery to all friends with little ones!" NURSERY PARENT

"I cannot fault this nursery or the incredible staff!! They supported me and sent me in the right direction to do my PACT training and my level 2 City and Guilds qualification. They are amazing!" NURSERY PARENT

"All my teachers make me feel safe. I love all my friends" CHILD'S COMMENT

Case Study

A was living in temporary accommodation. Staff noticed that A appeared shy, not talking to other parents, and did not have any support network. A was also facing financial challenges and the manager signposted her to the food Pantry. A's child was lacking confidence at the nursery and did little to communicate or seek out other children to play with. With A's concerns about her living situation she had little space in her head to think about forging friendships with other parents and no home to invite children to play. Staff asked A if she would like to take some play packs from the learning library to help with ideas about activities to do at home, which she was keen to have. Soon after, A was offered permanent accommodation. It was at this point the nursery offered a visit from FSN's family support worker who could help her begin to make a home. This offer of support was timely as the family had no furniture and needed to keep their belongings in black sacks. With support, furniture was organised and with on-going home visits by the family support worker the parent gained more cooking skills, helped her child use the toilet and Mum, the child and family support worker, spent some time learning to play together. The support has had positive impact on A's child, with significant development in communication and language. A also has more confidence in herself and the support given.

Enhanced Inclusive Practice

With the increase in the number of children with Education, Health and Care Plans across East Sussex, the Local Authority commissioned projects in education settings across County focusing on how to address the issues that children and young people were raising where services were not meeting their needs.

FSN was the only voluntary sector and early years organisation to be commissioned to take part in the project concentrating on the transition for children who have not had a SEND diagnosis, but who would struggle with moving from nursery to school. The project started in September 2023, working with two local Primary schools over the next two years.

The project will develop:

- An enhanced family support offer for children with SEND
- Early identification and early intervention in nursery provision to support transition into KS1
- Improved expertise and availability of SEN support for local school alliances
- The creation of a workforce development programme for supporting staff

From September to the end of March, the lead practitioner has been gathering baseline data, building relationships with the Foundation Stage leads at the two partner schools and planning a shared curriculum focusing on the needs of the children and their next steps. The lead practitioner has also arranged coffee mornings with parent/carers and co-designing good practice transition for the families.

Mental Health and Bereavement

With the merger of Dragonflies and My Time teams, staff were offered training and support to deliver across the disciplines. Feedback from the staff led to a review of the delivery and referral pathways to ensure the children and young people attending continued to receive quality support. The decision to keep the names of the services the same was taken as they are long running services which are well known to community partners.

During the reporting year, 362 children and young people completed mental health and bereavement peer support groups.

Dragonflies

Using the Childhood Bereavement Network evaluation tool, 95% of attendees reported increased resilience, improved communication and self-concept.

Case Study

L was referred following the unexpected death of their Mother which led to them moving house to live with their grandmother.

L took part in a range of activities enabling them to share their feelings. Outcomes at the end of the sessions included:

Improvement in self-esteem and coping strategies; becoming confident to talk about feelings and having a better understanding of emotions; improved relationships and confidence and ability to talk about their special person without feeling overwhelmed as well as talk to others; felt better able to deal with intrusive memories.

L's carer said:

"It has helped all the children be able to talk and there has been a difference in the way they talk and ask questions about mum. Thank you"

Young people over the age of 16 years old were also able to access 1:1 bereavement counselling.

My Time

Following the review of the project, the outcomes were streamlined and agreed with 93% of children and young people reporting improvement in their self-confidence, self-esteem, an increased understanding of mental health, improvement in relationships with others and increased social engagement.

A pilot project took place in the local College across two sites, supporting young people with their mental health. The project offers a drop in for referred students and a range of activities offered to open discussion about mental health.

Bexhill Youth Project (BYP)

With the ongoing support of the St. Andrews Trust, the Bexhill Youth Project continued to provide two youth sessions per week for referred secondary school aged young people in Central Bexhill.

Over the last year, attendance at the group increased by 50%, consistently in double figures and the young people attending took part in a range of community activities such as the annual Children in Need fundraiser, supporting the Bexhill Carnival event and a silent disco beach clean. The young people also planned and delivered their own events using the skills of their peers to celebrate Christmas.

The achievement of AQAs gives further recognition of the efforts of the young people involved, with 97 certificates achieved between April 2023 to March 2024. AQAs are also more relevant to employment and gives the opportunity for future employers to see the potential and commitment that young people have given to events in their community.

In consultation with the young people attending the BYP, they reported:

- Improved wellbeing
- Gained new skills and knowledge
- More confident in communicating with others in their community
- Felt secure in being able to share with staff any issues they had related to areas such as wellbeing, mental health and relationships

Youth Voice

Young people from the BYP have played an instrumental part in the development of a youth strategy for Rother by devising the engagement methods with young people in the district and co-designing the Survey Monkey questionnaire and guidance on where to engage the target audience. This led to a response from over 750 young people from across Rother with plans to use the feedback to develop pilot work in two areas of the district in the summer of 2024.

Case Study

S has been a long term attendee at Bexhill Youth Project and attends a high proportion of the sessions. Through some of the projects i.e. fundraising, S has taken a central role contacting businesses and collecting donations.

The experiences S has taken part in are evidenced by the AQA awards gained. These awards were compiled on a CV co-produced with a BYP worker. Due to previous fundraising in McDonalds as a Children In Need partner, S is known to staff there and has been offered employment when turning 16 years old this year.

HEALTH AND WELLBEING

Health and Wellbeing Community Hubs

The NHS Integrated Care Board continued to support the work of FSN's Hubs in St Leonards and Hollington, although it was acknowledged that the pressure on NHS budgets would be likely to impact on future funding commitments.

Through the partnership working with Education Futures Trust and The Pelham who lead on the other community Hubs in Hastings and Bexhill, an infographic was designed to indicate the added value brought into the community and the number of people supported over the last three years. This included:

- An additional £3,603,484 across the partnership to support Health Inequalities over three years
- 97 active volunteers in the last year
- An average of 105 volunteer hours weekly across the Hubs in the last year

FSN was also involved in a number of strategic Health Inequalities Networks such as the Hastings Universal Healthcare project and the East Sussex VCSE Mental Health network where FSN was featured in a monthly newsletter outlining the wellbeing support offered for the community.

As part of the offer of the Hub, FSN was able to offer appointments with Dentaid, thanks to the support of the local Primary Care Network. The mobile dental unit attended the St Nicholas Centre site twice a month and gave free dental treatment to 114 individuals in the last year who would not otherwise have access to a dentist locally.

Volunteering

FSN would be unable to offer the range of services and projects without the fantastic commitment and support of our volunteers who offer their valuable time in our Centres as well as supporting projects such as Mental Health and Bereavement, PACT and youth services and leading on group support such as a weekly computer drop in and coffee and chat.

In the volunteer led groups, over 175 hours of sessions were held and 50 participants benefitted. One Coffee and Chat attendee said:

"They are lovely people, and ... are amazing. It's nice to meet people and have a chat"

From the annual volunteer survey in June 2023 year:

- 100% of those who responded said that they received support when needed and learned from other volunteers and staff
- 93% felt that they were doing something meaningful
- 80% reported increased self-confidence
- 73% reported increased wellbeing

One volunteer said:

"Over the 6 years I've been here my life really changed. Doing voluntary work, I loved meeting people and making friends FSN is non-judgemental and caring."

In total, FSN received the support of 50 volunteers in the last year.

FSN Pantry

The demand on the Pantry continued to rise in the last year with a 55% increase in the number of people supported with food and household items from the previous year. On average, 90 families accessed the Pantry on a weekly basis either coming into the Centre, or through the delivery support to areas with poor transport infrastructure or to families with additional needs and barriers to access.

Our volunteers who support the Pantry enable FSN to ensure that the funding received is focused on providing the food and resources needed by families. One of the Pantry volunteers said:

"It has been wonderful to feel an asset to my community, especially when it is facing such hardship."

Health and Wellbeing Coach

The two Health and Wellbeing Coaches funded by the local Primary Care Network provided non-clinical support including facilitating peer support groups and offering 1:1 coaching to clients looking to make lifestyle choices to manage their long term health conditions.

In the last year, the team received 223 GP referrals and 150 self-referrals for support. From this, 91 clients participated in 1:1 and peer support sessions and there were 260 attendances at workshops and programmes run by the Coaches.

77 people completed assessments using the Health Outcome Star with the following outcomes were recorded:

- 76% reported improved lifestyles
- 62% reported improved nutrition
- 68% felt that they were better able to manage their symptoms
- 55% had increased activity levels
- 82% were feeling more positive

At the end of March 2024, 53 clients were still being supported.

Partnership working is a key aspect of the support given with sessions from pharmacists and podiatrists on blood pressure, cholesterol and foot health. The Coaches also successfully signpost and refer to other services including Active Hastings, One You East Sussex, Health in Mind and Freedom Leisure to help to sustain the interventions.

One client said:

"The conversation with yourself was the start of it I think. Like it was a line drawn in the sand and I've also had some other health things going on completely unrelated that I have very little control over and it made me realise that I had to take ownership of all the things I could do to help, like being more active and making healthier choices. With my new job and being in the office 5 days a week instead of working from home has also really helped. I've noticed that I am choosing to be more social and don't feel the need to withdraw and isolate myself."

FAMILY SUPPORT

The Hub - Temporary Accommodation Project

The challenges in the continued rise in evictions of families impacted on the capacity of the system, with a knock on effect to referrals to The Hub. The complexities of the families who were referred meant that increased support was needed both within and outside of the group activities. This included transition into new accommodation and sourcing funding for furniture and white goods for those moving into more permanent homes.

Over the year, households living in temporary accommodation (TA) rose to over 500, putting pressure on Local Authority budgets and availability of accommodation.

In the last year, The Hub:

- Supported 79 families and 256 individuals
- Delivered 202 sessions
- Offered 11 outreach sessions including trips during school holidays

Case Study

Single Mum living in supported mother and baby unit referred by a support worker. Mum presented as isolated, with significant mental health issues, struggling to socialise and concerned about her readiness to live independently. She had also been the victim of historic domestic abuse. Following regular attendance at The Hub, Mum received help from the CAB, attended her GP appointment for a mental health review, took part in Family and Adult Learning and was supported by The Hub team on healthy relationships and boundaries. When Mum moved into her permanent accommodation, FSN was able to source funding for furnishings and referred her to the Pantry to support with food. She also received transition support to independent living by FSN's Specialist Early Years Family Support worker.

Outcomes achieved:

- Reported able to advocate for herself at her GP and with the housing team, including managing her council tax account
- Referred herself to the priority register for utilities
- Felt able to start running again which helped with her anxiety and mental health
- Planning to return to study/work once her child is in education

The Housing Outcome Star continued to be used over the last year alongside the introduction of the Family Support Assessment Tool used by the Local Authority for their Supporting Families programme. The tool focuses on 10 themes and the TA Hub work supports some of the themes including, mental and physical health, good early years development, family relationships and financial stability.

From the Housing Outcome Star assessments:

- 100% of those who completed the assessments said that their overall wellbeing had improved
- 86% reported that they felt less anxious and isolated

The Behaviour Research project undertaken by Sheffield Hallam University worked with families to identify the barriers to access and to find solutions to engage families earlier. This led to the planning of a promotional video which was commissioned by FSN and developed and filmed by service users. The video was shared with a range of referrers including the Housing Teams and led to a 41% increase in referrals in comparison to the previous year.

FSN TA Hub on Vimeo

With the support of funding from the NHS Health Inequalities Fund, a Moving On, Moving Up course was developed to support families moving into permanent accommodation to understand budgeting and finances. The course successfully supported two cohorts of families with one participant telling us:

"I feel more confident with money now especially understanding credit scores. I have also opened up a savings account since starting this course".

PACT (Parents and Children Together)

During the year, PACT continued to offer two strands to the project; the volunteer peer support training and the drop-in groups for families with pre-school children.

The last year saw PACT recruit 12 parent/carers with over 60% completing the training and gaining their qualification. The success of the course has led to three of the volunteers from this year gaining employment, with another two existing volunteers also going into employment and one moving into a different volunteering role.

In the last year 51 families were supported by PACT and from those who attended, 84% attended the Pantry and 32% attended the Family Learning courses offered by FSN.

The project uses the Early Years Outcome Star to measure outcomes for parent/carers attending PACT and in the last year:

- 80% of parents reported reduced feelings of isolation
- 85% reported increased emotional wellbeing
- 80% reported increased confidence/resilience

For the children, parent/carers completed an East Sussex County Council language checker, as well as the child development section of the Early Years Outcome Star.

80% of parents reported improvement in their child's physical and social development from attending the PACT group sessions.

A parent with a child with additional needs said:

"When I first came my son wouldn't go up to anyone, or sit at the table for snack time but that all changed today when he sat at the table with the other children. I was so happy."

Early Years Specialist Family Support Worker

In February 2024, FSN Trustees committed to a pilot project to look to address the increases in welfare concerns in FSN nurseries manifesting in children's attendance and behaviour which, much of the time, was the result of parent/carer anxiety and non-engagement.

Data from the three nurseries identified 30% of children with welfare concerns. This was significantly higher at St Nick's Nursery at 40%.

The pilot project has involved the support of a recently retired Health Visitor with a caseload of up to 12 families. To date, the pilot has revealed key issues affecting parental non-engagement and child development gaps often a result of wider determinants of health impacting on coping abilities. E.g. wellbeing, housing/finances. The Family Support Worker Intervention includes: focused support, utilising whole family assessment toolkit, linking to East Sussex Supporting Families programme system wide approach in helping families facing multi-barriers to engagement

Case Study

Single parent, previously in refuge, in own flat but only furniture found in flat was a bed for parent and child. Bare essentials in kitchen, no plates, family feeding from take away containers, clothes in bin liners. Mother, with poor mental health and low self-esteem, welcomed and accepted family workers help, gaining trust to discuss her social anxieties. No family support available, preferred to stay indoors due to anxiousness and kept child away from nursery for comfort. Son in process of transition from nursery to school.

Needs addressed: facilitated dentist/ health practitioner for family, advised on potty training. Sourced grant to furnish flat. Engaged parent in creative course at FSN. Plan to liaise with school to coordinate a smooth transition ensuring contact support at school for mother to alleviate potential absenteeism of child.

Outcome: Child nursery attendance improved, parent building positive relationships, recognised importance of child's education

EDUCATION AND TRAINING

The number of courses delivered in the last year was substantially less than previous years due to reduced funding. FSN continued to receive funding from East Sussex County Council for the delivery of Family Learning as well as Multiply to support adult numeracy skills.

To meet the growing demand locally for Youth Work training, FSN developed an AQA Youth Work award. This was delivered to two cohorts of youth workers from a range of different organisations based in Hastings.
During the year, FSN offered a total of 34 courses across family learning, wellbeing, AQA and accredited qualifications, with the following outcomes achieved:

- Family Learning/Multiply - 118 learners accessing with 100% gaining confidence in the course subject and achieved their personal set goals and 88% of learners attending Multiply reporting improvement in numeracy skills
- Adult Wellbeing - 39 adults accessing with 86% reporting improved wellbeing
- Accredited Learning - 48 learners attending with 40 certificates claimed and 100% of learners reporting an improvement in skills and knowledge
- AQAs - 16 young people achieved a range of Unit Awards with a total of 97 certificates successfully awarded
- AQA's - Unit Awards Youth Work - 2 courses were delivered with 12 learners completing. 100% of learners reported an improvement in skills and knowledge

Learners said:

"This course has taught me so much and helped me understand and be a part of an amazing educational institute. ... is a wonderful tutor and she has guided me and helped me all through the course. It has been an absolute honour to be a part of this course which has develop my confidence and skills that will help me in my professional life. Thank you all once again! Level 2 Award in Supporting in School

"I found having a theme was a good springboard to get started. It was interesting seeing the different styles that emerged. Very relaxing group. The course has enabled myself to gain friends, confidence and new skills by working alongside my peers and improving my sense of wellbeing and at the same time I have learnt new skills by improvising and applying various art methods using the tools that were provided by the tutor of the art course. Also, the resources were very useful for myself and I have enjoyed the art for Wellbeing course tremendously".

"It was a lovely course. such fun and enjoyable. Very warm and friendly tutor. Able to create some interesting pieces of work with positive praise for it. Has been a great time". Art and Craft for Wellbeing course participants

"A friendly welcoming place we both felt comfortable coming to this course, we particularly enjoyed the junk modelling week, I will do this again at home with all of my children". Family Learning Parent: Let's Go Play course

Skills and Learning in the Community (SLiC)

FSN's involvement as a member of a local group of adult learning providers, offering a range of courses for people furthest away from formal learning opportunities continues. The objects of SLiC are the advancement of education of the public in South East England, in particular but without limitation in the region of East Sussex.

The challenge of sourcing funding for adult learning has increased as the Skills Funding Agency changed their guidance which impacted on the opportunities for smaller provisions.

To support the group, a volunteer from the Cranfield Trust worked with SLiC to identify roles and responsibilities and to agree priorities for the organisation.

As part of this, Members agreed the vision statement for SLiC:

SLiC encourages individual growth and community progress, creating a supportive and inclusive environment that encourages continuous learning and skill development which leads to stronger more resilient communities.

In September 2023, an infographic was developed evidencing the work of SLiC for adult learners. Over 1000 learners were supported with 6% going onto volunteering and of those we were informed of, 10% going into employment.

Fundraising

FSN is registered with the Fundraising Regulator and complies with regulatory standards for fundraising activity, adhering to the relevant Code of Practice. FSN did not engage any fundraising service providers in the last year.

FSN continues to operate a low cost Lottery as part of our fundraising strategy for our Dragonflies bereavement project.

A complaints policy is in place which explains the procedure on how an individual can complain, along with a policy to protect vulnerable people and we received no complaints in regard to its fundraising efforts in the last year. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public benefit
FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

STRATEGIC REPORT
Transactions and Financial position
The Statement of Financial Activities on Page 18 shows that expenditure on Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 34.

STRATEGIC REPORT

Financial review

Reserves

The Trustees have examined the requirements for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be self-funded, including an allowance for the cost of relevant core staff time. The cost of projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2024, the general fund (free reserves) amounted to £112,229 whilst other designated reserves amounted to £1,183,737.

Future plans

The Board of Trustees are committed to ensure that there are opportunities to use surplus unrestricted funding as well as fundraise to pilot work identified as services struggle to meet the need and families present with complex needs. At the Trustee strategy day in February 2024, Trustees agreed on the following projects and activity:

- Changes to St Nick's Nursery to meet the new Government childcare policy whilst ensuring that our most disadvantaged children have access to quality early learning and education
- Family Support Work prioritising families attending FSN nurseries
- Summer/Autumn term transition work from Primary to Secondary school for neurodiverse children
- Consultation work with young people to support the 10-year vision for Towns initiative in Bexhill
- Development of a young person led project supporting their peers with barriers to accessing employment and training
- Providing wellbeing activities for families with young people at risk of exploitation

FSN will continue with the refurbishment works during the Summer of 2024 at the St Nicholas Centre, focusing on the inside of the building with redecoration, carpeting and lighting.

FSN will continue to engage in a whole systems approach, working in partnership with statutory and voluntary sector agencies especially in relation to safeguarding, integrated care teams, mental health, information sharing, as well as influencing strategic plans for the area in our role with the Hastings Community Network Executive Committee.

Trustees and senior managers know that sourcing funding is becoming ever more challenging as Trusts and Foundations review their strategies and income thresholds often mean FSN may not be eligible for funding.

However, we continue to strive to ensure that we are able to provide quality services for the children, young people and families in the local area.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance & Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12-month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

To support this, Trustees have undertaken visits to the majority of projects and services over the last year, speaking to staff and providing reports to the Board along with any recommendations. Trustees additionally monitor the targets of the charity against our three-year strategy. In the last year Trustees agreed that these had been progressed effectively and currently FSN is on track to achieve the strategic goals.

In November 2023, the Chair of Trustees, Peter Carcas sadly retired due to ill health. Peter had been involved with FSN since 1978 first as a house visitor through to becoming a Trustee and then taking on the role of Chair. His commitment and dedication to the charity was valued and respected by his fellow Trustees, staff and colleagues and he will be missed.

As at 31st March 2024, FSN has a Board of 11 Trustees and 2 co-opted Trustees who have experience and knowledge in areas such as early years, research, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

The FSN's Board members are:

- Peter Carcas - Chair (retired Nov 2023)
- Cllr. Judy Rogers - Vice-Chair (Chair from Nov 2023)
- Richard Cuff - Vice-Chair
- John French - Treasurer
- Rev'd Martin Harper
- Janet Wyatt
- Gary Marriott (resigned Sept 2023)
- Roger Elias
- Geoff Longmire
- Mary Osman
- Hayley Thomas
- Anne Austen (co-opted March 2024)
- Nigel Lloyd (co-opted March 2024)

FSN President - Mollie Green MBE
FSN Patrons:

- Andrew Blackman Lord Lieutenant of East Sussex
- Baroness Fookes DBE DL
- The Right Reverend Dr. Martin Warner MA PhD

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team. FSN employs:

- 13 full time staff,
- 49 part-time staff,
- 3 sessional staff,

- 3 tutors and
- 5 Assessors.

During the year FSN received support from 50 volunteers.

Auditors

Auditors are appointed at FSN's AGM. In 2023, the AGM was held on Monday 18th September. At the meeting, Acuity Professional Partnership were appointed as auditors. FSN's 2024 AGM will be held on Monday 23rd September.

Risk management
As part of FSN's Board of Trustees annual strategic planning day, the Chief Executive tables the Risk Management plan for discussion and approval. This reviews the major risks that the Charity may be exposed to and identifies control measures that mitigate the risks. The plan is used as a working document and reviewed and updated as necessary. Trustees are advised by auditors of any impending changes and reporting procedures.

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
00371615 (England and Wales)

Registered Charity number
208446

Registered office
St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

Trustees
Mr M N Harper
Mrs J Wyatt
Mr P R Carcas Chairman (resigned 20/11/2023)
Mr G Marriott (resigned 18/9/2023)
Mr R Cuff Vice Chair
Cllr J Rogers (Chair 20/11/2023)
Dr R Elias
Mr G Longmire
Mr J French
Mrs M Osman
Ms H J Thomas
Mr N Lloyd (appointed 11/3/2024)
Ms A Austen (appointed 11/3/2024)

Company Secretary
Ms T E Rose

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 23/9/24 and signed on the board's behalf by:

.....
Ms T E Rose - Secretary

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We have assessed the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur, as low by way of enquiry, prior knowledge and current year analytical review and testing

We have enquired with management and those charged with governance to obtain an understanding of the legal and regulatory framework applicable to the entity and, through our audit testing, our findings have confirmed that the entity is complying with the relevant frameworks

We have enquired with management and those charged with governance to obtain an understanding of the entity's policies and procedures relating to compliance with laws and regulations. Through our testing, we have reviewed all relevant documentation and confirm that there have been no instances of non- compliance

Through enquiry, analytical review, walkthrough testing and substantive testing we have obtained an understanding of the entity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud.

We have confirmed that the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations and fraud

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Listed above is the extent of procedures we have taken to detect material misstatements in respect of irregularities, including fraud, to which we have found no instances.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Rachel Taylor

Rachel Taylor FCA
for and on behalf of Acuity Professional Partnership LLP
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Date: 25.09.2024

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations, legacies & grants	2	**12,788**	**266,601**	**279,389**	531,530
Charitable activities	5				
Childcare		**-**	**477,268**	**477,268**	438,031
Family support projects		**6,000**	**321,534**	**327,534**	354,581
Other trading activities	3	**514,366**	**26,799**	**541,165**	423,636
Investment income	4	**20,518**	**-**	**20,518**	7,803
Total		**553,672**	**1,092,202**	**1,645,874**	1,755,581
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	**2,209**	**6,820**	**9,029**	10,727
		2,209	**6,820**	**9,029**	10,727
Charitable activities	7				
Childcare		**430,752**	**508,336**	**939,088**	688,709
Family support projects		**87,852**	**655,713**	**743,565**	870,664
Total		**520,813**	**1,170,869**	**1,691,682**	1,570,100
Net gains/(losses) on investments		**(1,646)**	**-**	**(1,646)**	(5,865)
NET INCOME/(EXPENDITURE)		**31,213**	**(78,667)**	**(47,454)**	179,616
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,264,754**	**653,482**	**1,918,236**	1,738,620
TOTAL FUNDS CARRIED FORWARD		**1,295,967**	**574,815**	**1,870,782**	1,918,236

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL POSITION
31 MARCH 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	14	**977,033**	1,006,816
Investments	15	**88,467**	90,113
		1,065,500	1,096,929
CURRENT ASSETS			
Debtors	16	**20,158**	24,093
Prepayments and accrued income		**-**	-
Cash at bank and in hand		**870,460**	861,294
		890,618	885,387
CREDITORS			
Amounts falling due within one year	17	**(45,336)**	(24,080)
NET CURRENT ASSETS		**845,282**	861,307
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,910,782**	1,958,236
CREDITORS			
Amounts falling due after more than one year	18	**(40,000)**	(40,000)
NET ASSETS		**1,870,782**	1,918,236
FUNDS	21		
Unrestricted funds:			
General fund		**112,230**	100,000
Property fund		**1,048,737**	1,064,754
Project development fund		**50,000**	50,000
HR Reserve		**60,000**	50,000
Early Years Fund		**25,000**	-
		1,295,967	1,264,754
Restricted funds:			
Restricted		**574,815**	653,482
TOTAL FUNDS		**1,870,782**	1,918,236

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The notes form part of these financial statements

continued...

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2024

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 23/9/24 and were signed on its behalf by:

.....
Cllr J Rogers - Trustee

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	**9,166**	266,375
Net cash provided by operating activities		**9,166**	266,375
Cash flows from investing activities			
Purchase of tangible fixed assets		**-**	(34,910)
Net cash provided by/(used in) investing activities		**-**	(34,910)
Change in cash and cash equivalents in the reporting period		**9,166**	231,465
Cash and cash equivalents at the beginning of the reporting period		**861,294**	629,829
Cash and cash equivalents at the end of the reporting period		**870,460**	861,294

The notes form part of these financial statements

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(47,454)**	179,616
Adjustments for:		
Depreciation charges	**29,783**	33,151
Losses on investments	**1,646**	5,865
Decrease in debtors	**3,935**	41,942
Increase in creditors	**21,256**	5,801
Net cash provided by operations	**9,166**	266,375

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	**861,294**	**9,166**	**870,460**
	861,294	**9,166**	**870,460**
Debt			
Debts falling due after 1 year	**(40,000)**	**-**	**(40,000)**
	(40,000)	**-**	**(40,000)**
Total	**821,294**	**9,166**	**830,460**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Fellowship of St Nicholas is a charitable company limited by guarantee registered in England and Wales.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

INCOME

All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

continued...

1. ACCOUNTING POLICIES - continued

INCOME
For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. it is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

EXPENDITURE
All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of raising funds includes expenses directly related to fund raising, such as advertising a fundraising event;
Expenditure on charitable activities includes expenses involved in the running of charitable projects, such as staff salaries; and
Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

TANGIBLE FIXED ASSETS
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:-

Freehold property	**1% straight line**

continued...

1. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

St Nick's Nursery & Training Centre	**1% straight line and 10% straight line**
St Leonards Children's Centre	**10% straight line**
Fixtures, fittings & equipment	**20% straight line**
Computer equipment	**33.33% straight line**
Motor vehicles	**25% straight line**

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

TAXATION

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

FUND ACCOUNTING

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of rasing and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

DEBTORS AND CREDITORS RECEIVABLE/PAYABLE

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

CONCESSIONARY LOANS

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

IMPAIRMENT

continued...

1. ACCOUNTING POLICIES - continued

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount , an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

EMPLOYEE BENEFITS
When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

FIXED ASSET INVESTMENTS
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2. DONATIONS, LEGACIES & GRANTS

	2024	2023
	£	£
Gifts and income from trusts	**279,389**	530,530
Legacies	**-**	1,000
	279,389	531,530

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Project fees and rents	**494,886**	384,162
Other trading activities	**46,279**	39,474
	541,165	423,636

continued...

4. INVESTMENT INCOME

	2024	2023
	£	£
Interest - deposits	**20,518**	7,803

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants and contracts	Childcare	477,268	438,031
Grants and contracts	Family support projects	327,534	354,581
		804,802	792,612

	2024	2023
	£	£
Children In Need	**8,052**	35,013
ESCC - EYEE	**477,268**	438,031
ESCC	**63,575**	41,007
ESCC - Enhancing exclusive practice	**24,243**	-
HBC	**-**	73,702
Big Lottery Fund - Dragonflies: 10340609	**31,348**	62,696
ESCC - HOA	**-**	5,983
Big Lottery Fund - The Hub (TA) 20103816	**106,216**	104,534
PNC Health Coach	**66,456**	-
National Lottery Community Fund - RC London and SE Region - Ref: 20229789	**12,711**	-
Various other	**14,932**	31,646
	804,802	792,612

6. RAISING DONATIONS AND LEGACIES

	2024	2023
	£	£
Administration Costs	**9,029**	10,727

continued...

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Childcare	909,305	29,783	939,088
Family support projects	743,565	-	743,565
	1,652,870	29,783	1,682,653

8. SUPPORT COSTS

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	29,783	33,151
Auditors' remuneration	5,600	5,340

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

TRUSTEES' EXPENSES

During the year no trustees received expenses (Nil in 2023).

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	**1,061,631**	937,212
Social security costs	**62,026**	56,291
Other pension costs	**18,429**	16,130
	1,142,086	1,009,633

The average monthly number of employees during the year was as follows:

	2024	2023
Staff	**70**	69

No employees received emoluments in excess of £60,000.

Key management personnel remuneration in the year totalled £79,510 (2023 - £89,038).

12. EX GRATIA PAYMENTS

Redundancy payments in the year totalling £Nil (2023: Nil).

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations, legacies & grants	34,688	496,842	531,530
Charitable activities			
Childcare	-	438,031	438,031
Family support projects	2,500	352,081	354,581
Other trading activities	411,081	12,555	423,636
Investment income	7,803	-	7,803
Total	456,072	1,299,509	1,755,581

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	1,516	9,211	10,727
	1,516	9,211	10,727
Charitable activities			
Childcare	192,891	495,818	688,709
Family support projects	193,397	677,267	870,664
Total	387,804	1,182,296	1,570,100
Net gains/(losses) on investments	(5,865)	-	(5,865)
NET INCOME	62,403	117,213	179,616
RECONCILIATION OF FUNDS			
Total funds brought forward	1,202,351	536,269	1,738,620
TOTAL FUNDS CARRIED FORWARD	1,264,754	653,482	1,918,236

14. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
Cost			
At 1 April 2023 and 31 March 2024	**902,360**	**587,983**	**63,468**
Depreciation			
At 1 April 2023	**443,746**	**73,024**	**63,468**
Charge for year	**7,050**	**9,671**	**-**
At 31 March 2024	**450,796**	**82,695**	**63,468**
Net book value			
At 31 March 2024	**451,564**	**505,288**	**-**
At 31 March 2023	458,614	514,959	-

continued...

14. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
Cost			
At 1 April 2023 and 31 March 2024	**57,634**	**44,766**	**1,656,211**
Depreciation			
At 1 April 2023	**31,451**	**37,706**	**649,395**
Charge for year	**8,967**	**4,095**	**29,783**
At 31 March 2024	**40,418**	**41,801**	**679,178**
Net book value			
At 31 March 2024	**17,216**	**2,965**	**977,033**
At 31 March 2023	26,183	7,060	1,006,816

The freehold property consists of:-
66 London Road, St Leonards on Sea - which is mainly used for charitable purposes but also houses administrative offices.

St Leonards Childrens Centre is situated on the grounds of 66 London Road, St Leonards on Sea. The building and adjoining play area are also used for charitable purposes.

St Nick's Nursery & Training Centre
Nursery and training facility -
The St Nick's Nursery and Training Centre consists of a nursery and outdoor play area, adjacent to the nursery, on the grounds of 66 London Road, St Leonards on Sea.The building and play area are used solely for charitable purposes.

Other property:-
Robsack Community Centre, St Leonards on Sea -
The charitable company also manages the Robsack Community Centre which is leased from Hastings Borough Council at no cost and is used for charitable purposes. No rent is charged by the council and a notional rent of £37,500 is charged to the SoFA. An equal amount is shown in income as a donation.

Other fixed assets:-
Motor vehicles are used solely for charitable purposes.
Computers and office equipment are used for charitable and administrative purposes.

continued...

15. FIXED ASSET INVESTMENTS

	Listed investments £
Market value	
At 1 April 2023	**90,113**
Revaluations	**(1,646)**
At 31 March 2024	**88,467**
Net book value	
At 31 March 2024	**88,467**
At 31 March 2023	90,113

There were no investment assets outside the UK.

Cost or valuation at 31 March 2024 is represented by:

	Listed investments £
Market value as at 31 March 2023	**90,113**
Valuation in 2024	**(1,646)**
	88,467

The income, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2024 £	2023 £
Financial assets measured at fair value through net income (Gain/(Loss)	**(1,646)**	(5,865)

continued...

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	**20,158**	24,093

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	**29,481**	18,077
Other creditors	**8,771**	-
Accruals and deferred income	**7,084**	6,003
	45,336	24,080

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
Other loans (see note 19)	**40,000**	40,000

It has come to the attention of FSN after the balance sheet date that it is unlikely that the Loan will ever need repaying. Further information will be known in due course.

19. LOANS

An analysis of the maturity of loans is given below:

	2024	2023
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	**40,000**	40,000

continued...

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets	762,928	214,105	977,033	1,006,816
Investments	88,467	-	88,467	90,113
Current assets	529,908	360,710	890,618	885,387
Current liabilities	(45,336)	-	(45,336)	(24,080)
Long term liabilities	(40,000)	-	(40,000)	(40,000)
	1,295,967	574,815	1,870,782	1,918,236

21. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	100,000	47,230	(35,000)	112,230
Property fund	1,064,754	(16,017)	-	1,048,737
Project development fund	50,000	-	-	50,000
HR Reserve	50,000	-	10,000	60,000
Early Years Fund	-	-	25,000	25,000
	1,264,754	31,213	-	1,295,967
Restricted funds				
Restricted	653,482	(78,667)	-	574,815
TOTAL FUNDS	1,918,236	(47,454)	-	1,870,782

continued...

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**553,672**	**(504,796)**	**(1,646)**	**47,230**
Property fund	**-**	**(16,017)**	**-**	**(16,017)**
	553,672	**(520,813)**	**(1,646)**	**31,213**
Restricted funds				
Restricted	**1,092,202**	**(1,170,869)**	**-**	**(78,667)**
TOTAL FUNDS	**1,645,874**	**(1,691,682)**	**(1,646)**	**(47,454)**

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	90,298	73,990	(64,288)	100,000
Property fund	1,062,053	(11,587)	14,288	1,064,754
Project development fund	50,000	-	-	50,000
HR Reserve	-	-	50,000	50,000
	1,202,351	62,403	-	1,264,754
Restricted funds				
Restricted	536,269	117,213	-	653,482
TOTAL FUNDS	1,738,620	179,616	-	1,918,236

continued...

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	456,072	(376,217)	(5,865)	73,990
Property fund	-	(11,587)	-	(11,587)
	456,072	(387,804)	(5,865)	62,403
Restricted funds				
Restricted	1,299,509	(1,182,296)	-	117,213
TOTAL FUNDS	1,755,581	(1,570,100)	(5,865)	179,616

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	90,298	121,220	(99,288)	112,230
Property fund	1,062,053	(27,604)	14,288	1,048,737
Project development fund	50,000	-	-	50,000
HR Reserve	-	-	60,000	60,000
Early Years Fund	-	-	25,000	25,000
	1,202,351	93,616	-	1,295,967
Restricted funds				
Restricted	536,269	38,546	-	574,815
TOTAL FUNDS	1,738,620	132,162	-	1,870,782

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,009,744	(881,013)	(7,511)	121,220
Property fund	-	(27,604)	-	(27,604)
	1,009,744	(908,617)	(7,511)	93,616
Restricted funds				
Restricted	2,391,711	(2,353,165)	-	38,546
TOTAL FUNDS	3,401,455	(3,261,782)	(7,511)	132,162

continued...

21. MOVEMENT IN FUNDS - continued

Restricted funds	Balance at 1 April 2023	Income	Expenditure	Balance at 31 March 2024
PACT	113,432	-	(99,863)	13,569
Greenway Nursery	-	127,977	(127,977)	-
St Nicks Nursery	-	199,138	(199,138)	-
My Time	21,485	36,981	(58,466)	-
St Nicholas Centre	30,000	176,294	(176,820)	29,474
Robsack Centre	-	9,600	-	9,600
Silverdale Nursery	-	174.307	(174,307)	-
Dragonflies	139,130	52,470	(51,582)	140,018
Childcare Fund	1,572	1,250	(687)	2,135
Millennium Committee	15,486	-	-	15,486
Nursery Improvement Fund	183,285	-	-	183,285
Core	-	-	-	-
TA Project	87,385	151,216	(148,064)	90,537
Mental Health & Bereavement	-	36,800	(36,800)	-
Enhancing Inclusive Practise	-	24,243	(14,624)	9,619
Youth	47,900	73,917	(58,364)	63,453
Community Learning	-	28,010	(18,182)	,9,827
Capital account	7,811	-	-	7,811
Holiday Space	5,996	-	(5,996)	-
Total	**653,482**	**1,092,201**	**1,170,868**	**574,815**

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2024/25 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for it's employees. The amount recognised as an expense in the year was £18,429 (2023 - £16,130).

23. RELATED PARTY DISCLOSURES

During the year one or more Trustees have made donations without conditions totalling £400 (2023: £450).

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
INCOME AND ENDOWMENTS		
Donations, legacies & grants		
Gifts and income from trusts	**279,389**	530,530
Legacies	**-**	1,000
	279,389	531,530
Other trading activities		
Project fees and rents	**494,886**	384,162
Other trading activities	**46,279**	39,474
	541,165	423,636
Investment income		
Interest - deposits	**20,518**	7,803
Charitable activities		
Grants and contracts	**804,802**	792,612
Total incoming resources	**1,645,874**	1,755,581
EXPENDITURE		
Raising donations and legacies		
Administration Costs	**9,029**	10,727
Charitable activities		
Wages	**1,061,631**	937,212
Social security	**62,026**	56,291
Pensions	**18,429**	16,130
Running expenses	**510,784**	516,589
	1,652,870	1,526,222
Support costs		
Management		
Depreciation on property	**16,721**	16,721
Motor vehicles	**8,967**	8,727
Carried forward	**25,688**	25,448

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Management		
Brought forward	**25,688**	25,448
Computer equipment	**4,095**	7,703
	29,783	33,151
Total resources expended	**1,691,682**	1,570,100
Net (expenditure)/income	**(45,808)**	185,481

This page does not form part of the statutory financial statements

THE FELLOWSHIP OF ST NICHOLAS

England & Wales - Charity number 208446

Accounts

REGISTERED COMPANY NUMBER: 00371615 (England and Wales)
REGISTERED CHARITY NUMBER: 208446

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FOR

THE FELLOWSHIP OF ST NICHOLAS

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

THE FELLOWSHIP OF ST NICHOLAS

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FOR THE YEAR ENDED 31 MARCH 2023

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THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Principal activities and review of business

FSN's principal activities are based on its purpose to:

'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse'.

Following two years of reduced and interrupted activity due to COVID restrictions, the reporting year saw a return to full delivery, both within our centres, local community venues and schools.

The impact of lockdowns on FSN did not only affect the children, young people and families seeking support, but also affected our volunteers and staff. This led to a review of how we delivered our work and the introduction of further support for staff and volunteers. FSN subsequently achieved the Wellbeing at Work accreditation through the Local Authority.

FSN's Board of Trustees committed to ensuring that staff were given the support and recognition to enable them to carry out their role in the charity. The senior management team worked with project staff to identify the challenges and to find ways to overcome them which included training, welfare support and new project ideas.

Summary of Service Delivery

Although work returned to pre-pandemic levels, the cost of living crisis further exacerbated the challenges for families, not only impacting financially but adding to anxieties and poor mental health and wellbeing.

FSN saw this through the rise in referrals to the Pantry and the increased complexities of referrals to our children and young people projects. The Temporary Accommodation Hub also saw a huge rise in demand as no fault evictions were re-established and more people went into temporary accommodation or local B&Bs.

Partnership working has always been a priority for the FSN, and with the pressures on statutory services, more liaison was being done strategically to develop effective cross sector relationships leading to FSN being part of a range of initiatives, including a Universal Healthcare programme with the local Primary Care Network, Health Inequalities strategy development for the Local Strategic Partnership and as part of the Family Hubs Strategic Partnership Board for East Sussex. With a long history in Hastings and St Leonards and excellent relationships with local communities, FSN was able to share the feedback and intelligence from our work and people accessing our services.

Through this and along with the creative and inspirational staff teams, FSN has identified the need for a core offer and services which will give added value to much of our delivery in the future.

Staff Training and Support

FSN has always valued the contribution of our staff who deliver services to children, young people and families and ensure the smooth and effective running of the charity. The investment made in training opportunities for staff to develop their skills both professionally and personally plays a key part in how FSN supports its teams.

Training attended in the last year included:
- Safeguarding (children and adults)
- First Aid (paediatric and in the workplace)
- Health and Safety (childcare, manual handling and fire marshal)

As well as specialist training including:
- Make Every Contact Count (MECC)
- Mental Health First Aider
- Supporting children with SEND

- Health and Safety Leadership Excellence

Along with the challenge of returning to the workplace, many staff have also faced the cost of living crisis in the last year. FSN responded by developing a welfare toolkit, giving information on both in-house support and external organisations. The toolkit covers areas such as:

- Finance
- Relationships
- Mental Health
- Physical Health

Following a staff wellbeing survey carried out in July 2022, FSN focused on three areas that had been identified as challenges by those who completed the questionnaire. These were:

- Healthy eating
- Sleep
- Training for managers to improve conversations with staff on health and wellbeing

With a review of the policies and introduction of support, in February 2023, FSN achieved the Wellbeing at Work Bronze Award from the Local Authority, one of the first charities in the East Sussex County to have achieved the accreditation.

The training, review of policies and introduction of the wellbeing toolkit resulted in a positive response to the annual staff survey regarding support given, feeling listened to and communication from management.

When asked what FSN's strengths were, staff said:

"Extremely welcoming and friendly. I feel my manager has been very supportive of me"

"Training, support from the company for personal life and work"

"Very friendly and welcoming. Always quick to praise a job well done, making you feel appreciated and valued. Team work- everyone helps everyone"

EARLY YEARS

FSN nurseries continued to increase occupancy over the last year. However, recruitment was still an issue both locally and nationally due to a reduced workforce and qualifications that did not meet the statutory criteria as nurseries were unable to offer work placements during the pandemic.

To overcome some of these issues, FSN offered an in-house Level 3 Early Years Educator course and a Level 2 childcare qualification which included placement hours within our nurseries. Working closely with local Colleges FSN was able to offer placements to students. This, along with targeted recruitment, led to a successful outcome with new staff in place to meet the rising demand for places.

During the year, 314 children attended the three nurseries. Of these children:

- 69 had English as an Additional Language (22%); this was 36% at our nursery in Central St Leonards (St Nick's Nursery)
- 28 had additional needs (9%)
- 52 were eligible for the Early Years Pupil Premium (17%); this was 29% at St Nick's Nursery
- 91 were in receipt of 2-year funding (29%)
- 82 successfully transitioned to Primary school (26%)

As the children returned to nursery, staff observed the impact of lockdowns on their social and emotional development as well as an increase in the number of children with speech, language and communication delay. There were also children with unidentified additional needs where families had not been able to access appropriate services. In response to this, FSN allocated a degree level qualified staff member to work with staff and families in achieving individual support plans and to provide resource for outings for the children, including Forest Fun, plus supporting the development of a new sensory room for St Nick's Nursery.

Case Study

A started nursery in September. The family has English as an additional language and A's older sibling is autistic.

Mum raised concerns about A's development and after carrying out observations, Mum consented to a referral to ISEND services. Working with ISEND, agreed strategies were put in place and after a follow up visit, ISEND were happy with the support and progress A made.

A is now developing well and A can now recite nursery rhymes and speak clearly to adults.

Staff in each nursery also took part in the Health Active Little Ones (HALO) programme, participating in training to promote healthy lifestyles and provide language support groups with children and parents/carers.

In the last year both St Nick's Nursery and Greenway Nursery were inspected by Ofsted and were graded Good. The inspector said about Greenway Nursery:

"Leaders are clear about the direction of the nursery's vision and have high ambition for the identified improvements. The staff feel that they are well supported and valued in their roles. They feel encouraged by leaders to further their development, which contributes to high-quality experiences for children in their care".

At St Nick's, the inspector noted:

"Staff get to know children and their individual personalities well. They understand what makes each child unique. Staff plan activities that they know will interest children. This helps all children to have a positive attitude towards their learning and to make good progress. This includes children who speak English as an additional language and those with special educational needs and/or disabilities".

All three nurseries regularly receive feedback from parents/carers and the children:

"My son started at the nursery when he was two. Once we viewed this nursery, I knew I had to look no further. Since my son has joined he has come on leaps and bounds developmentally and has formed great friendships within the nursery and with all the amazing members of staff. Such a great encouraging environment for 0-5 year olds. I recommend this nursery 110%". NURSERY PARENT

"I like playing with the toys, playing in the garden and going to forest school". CHILD'S COMMENT

PROJECTS AND SERVICES OVERVIEW

Health and Wellbeing Community Hubs

Funded by the NHS Integrated Care Board, the FSN Hubs in St Leonards and Hollington play a key role in developing a wide range of volunteering opportunities alongside access to free courses aimed at improving confidence resilience, reducing isolation and improving employability skills.

FSN works in close partnership with the Health and Wellbeing Community Hubs in Hastings, led by Education Futures Trust and in Sidley led by The Pelham to create a consistent approach that engages with and responds to the local need.

Volunteering

Volunteering plays a key role in the Health and Wellbeing Community Hub as it supports progression and builds confidence which has empowered some volunteers to lead voluntary peer groups including;

- Crafts for wellbeing
- Mindfulness Walks
- Computer Support
- Coffee and Chat

In these groups, over 160 hours of sessions were held and 90 participants benefitted.

One Mindfulness Walk attendee said:

"Great to be outdoors with nature and meeting new people".

Even with the challenges for charities in recruiting new volunteers, FSN had 60 active volunteers supporting the projects and services during the year.

As part of the annual volunteer survey, volunteers told us that they had received the support when they needed it; had learned from other volunteers and staff and reported that it had made a difference to their self-confidence and developed their social and communication skills.

"It's made a big difference. My confidence and self-esteem have improved. I've made lots of friends especially with volunteers".

"It has brought me out of my shell. It has made me feel really valued as a person and part of a team. I'm more fulfilled in life".

FSN Pantry

Rather than demand decreasing following the lifting of lockdown restrictions, there was a further surge due to the rise in the cost of living for many families, including the increase in rent and energy costs.

Referrals increased significantly as services returned to face to face delivery and the Pantry supported close to 500 individuals with food and household items over the course of the year. Deliveries continued to those who could not access the service and expanded into a rural area, supporting identified Ukrainian refugee families.

Parents and carers coming into the Pantry were signposted to the Warmer Homes check service over the winter period as well as advice services to support with money concerns and to help ensure they were able to maximize any benefits.

On average, 60 families per week accessed the Pantry.

The Hub - Temporary Accommodation Project

As costs rose over the year, and no fault evictions restrictions were lifted, a growing number of families found themselves without a home and unable to secure suitable accommodation due to an increase in house and rental prices. The area has seen an increase in people from outside of the town moving in, and this has had a direct impact on the availability and cost of suitable accommodation.

Over the year, households living in temporary accommodation (TA) rose to over 400, putting pressure on Local Authority budgets and availability of accommodation.

In the last year, The Hub:

- Supported 95 families attending
- Delivered 122 sessions
- Offered 14 outreach sessions including trips during school holidays

Case Study

A Mum arrived at the Hub in tears as she felt that the message she had received from the Housing Officer was that if she did not take a property offered, she would be making herself intentionally homeless and lead to a referral to Children's Services resulting in her children being taken into care.

Staff gave her time to talk and be listened to, then talked to her about her options. Support was given to submit a letter with reasons why she did not want to move to the property offered and she was helped to look at the pros and cons of accepting the property if her appeal was declined.

The appeal was declined and Mum accepted the property with support from The Hub who were also able to apply for a grant from the local CAB for furniture when the family moved.

"Emotionally supportive and approachable staff". Parent

Measuring the project outcomes.

- 100% of those who completed the assessments said that their overall wellbeing had improved
- 86% reported that they felt less anxious and isolated and their resilience had improved

The housing problems has risen across the County, and following discussions with East Sussex County Council Strengthening Families programme, The Hub at FSN was commissioned to expand delivery into Eastbourne. In quarter 4 of 2022/23, the manager started to make links with relevant agencies in the town in readiness for the new Hub in Eastbourne to open in the next financial year.

A Behavior Insight research project was also approved by the Department for Education (DfE), one of only 8 projects across the country and FSN being the only voluntary led project as part of the development of Family Hubs. Led by Sheffield Hallam University, FSN will be working with partners across sectors and with families living in temporary accommodation to identify ways to increase uptake of the services. The learning will be shared with Family Hubs across the country to support the strategy to engage families.

Health Coach

Following the success of the work of the Health Coach, in the last year FSN was commissioned to employ an additional Coach by the local Primary Care Network offering support with patients referred by their GP surgery with long term health conditions such as Type 2 Diabetes, Arthritis and weight management.

The Coaches supported 133 patients either through 1:1 sessions, workshops and peer support groups. Groups included clinicians from the practices as well as other lifestyle organisations locally to help people progress into community activity.

The following outcomes were recorded:

- 85% reported an increased understanding of conditions and lifestyle factors affecting their conditions
- 90% improved self-care and management of long term conditions
- 89% reported better nutrition and increased activity levels

Patients said:

"The Zoom group is a real lifeline for me as I can't get out and it allows me to connect with others and talk about how to manage my health".

"There are many tangible benefits to being part of the peer support groups. As a father and grandad, it is helpful to have an element of anonymity in groups where I can be a little more vulnerable and open about my health anxieties without worrying my family".

PACT (Parents and Children Together)

Funded by the local Primary Care Network, PACT offers peer support groups, led by trained volunteers for referred families with pre-school children. The groups are run from community venues across Hastings and St Leonards, offering a range of activities to support play and language development and promotion of health messages.

PACT started in September 2022, since then 32 families have attended and 11 volunteers trained to support the groups, with 4 volunteers progressing into paid employment.

Parents/carers have said:

"Really good group, supportive and helpful".

"Helped us to access lots of other services and support".

CHILDREN AND YOUNG PEOPLE

The effects of COVID continued to impact on local children and young people, and with pressure on statutory services, referrals to FSN services increased and became more complex with mental health being a significant aspect for the referral.

Dragonflies

The Dragonflies bereavement project continues to offer a peer support and counselling service for children and young people as well as support for parents/carers with young children affected by a bereavement in the family.

During the reporting year, 166 children and young people completed groups and using the Childhood Bereavement Network evaluation tool, 95% of attendees reported increased resilience, improved communication and self-concept.

Case Study

Referral for X following the death of her grandmother which had led to mental health issues and episodes of self-harm.

X was quiet and watchful during the initial session but, over time, became open to sharing feelings and showed sensitivity to others in the group.

X demonstrated an increase in self-esteem and was able to attend the school Prom, reported that they felt happier at home and more open to discuss moving onto College with the support of the school and additional transition opportunities.

Assessment scores increased significantly in ability to recognise their own feelings and not feel overwhelmed by them.

X said: **"I've become more hopeful about moving on".**

My Time

My Time offers mental health peer support and last year saw 314 children and young people attending the groups. Using the Stirling Children's Wellbeing Scale as an assessment tool, the following outcomes were reported:

- 95% had improvement in their self-confidence, self-esteem, reported an increased understanding of mental health, improvement in relationships with others and increased social engagement
- 98% reported improved communication in describing their feelings
- 93% said they were able to implement the coping strategies, felt less isolated and alone and had improved resilience and confidence
- 92% reported that they had a better understanding of emotions, anxieties and feelings
- 90% felt that had become confident to combat negative feelings
- 86% had improved social skills building and an improved understanding of self-worth

Bexhill Youth Project
The project provides 2 youth sessions per week for referred secondary school aged young people in Central Bexhill and is funded by the St. Andrews Trust.

As well as providing activities, the project also gives opportunities for young people to achieve AQA certificates through developing skills related to team work, employability, fundraising and functional skills. An example of this was when a group of young people from the local Secondary Academy organised a fundraising event for Children in Need, writing letters to local businesses for prizes for a tombola. The event raised over £1000 and the young people involved gained experience in work related activity.

Between October 2022, to March 2023, 47 AQA certificates have been achieved.

From the young people accessing the Bexhill Youth Project, the following outcomes were recorded:

- 86% felt that their wellbeing had improved and that they had gained new skills and knowledge
- 70% felt they had improved in their ability to communicate in the community,
- 70% said that If they had an issue related to wellbeing, mental health or relationships, they would be confident to speak to a member of staff

EMPLOYABILITY AND SKILLS

Adult learning opportunities continued to play a big role within FSN, and during the year, increased face to face sessions and ongoing delivery of Family Learning meant that local people were able to access a range of accredited and non-accredited learning.

During the year, FSN offered a total of 39 courses across family learning, wellbeing and accredited qualifications, with the following outcomes achieved:

- Family Learning - 68 families accessing with 100% gaining confidence in the course subject
- Adult Wellbeing - 128 adults accessing with 94% reporting improved wellbeing
- Accredited Learning - 48 people attending with 41 qualifications achieved and 18 people moving into volunteering

Learners said:

"Great opportunity, can't believe this course was free - I have got an interview next week to work as an Individual Needs Assistant in a primary school near where I live". Level 2 Award in Supporting in School

"Patient, understanding tutor, was able to speak freely and felt listened to". Build a Better You participant

"„has really enjoyed the course and has been using numbers more at home, counting more since coming. We both learned so much and loved all the different crafts, we have signed up for the next course!". Family Learning Parent: Number and Play course

Skills and Learning in the Community (SLiC)

FSN is a member of a local group of adult learning providers, offering a range of courses for people furthest away from formal learning opportunities. The objects of SLiC are the advancement of education of the public in South East England, in particular but without limitation in the region of East Sussex.

SLiC's member organisations are cross-sector, non-profit and locally based organisations that work with disadvantaged people in the community, many of whom are the furthest away from education and employment.
As part of this partnership of 6 providers, in the last year the partnership supported over 1000 learners and attracted close to £800k to the local area.

Working to Capacity

To support the development of SLiC, FSN led a European Social Fund bid to the CHART (Connecting Hastings and Rother Together) programme on behalf of the partnership focusing on building the relationships between the organisations involved, recruiting new members, developing a learner voice and strengthening referral routes for learners. Although this project was impacted by COVID and the challenges of the eligibility criteria for learners, 370 people who accessed learning from SLiC members reported positive impact on their health and wellbeing.

N was attending a sewing course in the community when the group was visited by a member of the Working to Capacity team who talked about the CHART programme and courses on offer. N had developed an interest in children's mental health, something that was impacting on her own family. N was given information on courses that would support her interest and about the potential volunteer opportunities with FSN.

Following a meeting with the volunteer coordinator, N became a volunteer with My Time, a project supporting children and young people with mental health issues. N accessed a range of training opportunities including L1 Interpersonal Skills with ESCGH, L1 Mental Health Awareness and Alcohol Awareness, as well as safeguarding and Children and Young People Mental Health L2 course.

N has secured sessional employment with FSN as a My Time group facilitator.

The funded programme ended in December 2022, but the commitment to the partnership by members has continued. In the evaluation report, one partner said:

"The legacy of the SLiC partnership has been to model a way of working that centralizes the unique needs of each learner by supporting the building of inter-organisational pathways".

Live, Work, Thrive

The project to support homeless or those at risk of homelessness and funded through the European Social Fund came to an end in December 2022. As part of this work, led by Hastings Borough Council and in partnership with Education Futures Trust and Sussex Community Development Association, an external evaluation was carried out and presented with the final report.

Overall, the project supported 143 individuals, many of whom were economically inactive. From these, 64% went into secure accommodation and 45% into work/training/employability support.

"I didn't know what to expect at first, I was sceptical of the council as I had a bad experience, will it just be [someone] judging me and pushing me and telling me what to do ...but I can't speak highly enough...she was relaxed, pleasant, polite and professional" Client

Elements of this work continues in the TA Hub supporting families living in temporary accommodation.

Fundraising

FSN is registered with the Fundraising Regulator and complies with regulatory standards for fundraising activity, adhering to the relevant Code of Practice. FSN did not engage any fundraising service providers in the last year.
FSN continues to operate a low cost Lottery as part of our fundraising strategy for our Dragonflies bereavement project.

A complaints policy is in place which explains the procedure on how an individual can complain, along with a policy to protect vulnerable people and we received no complaints in regard to its fundraising efforts in the last year. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public benefit
FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

STRATEGIC REPORT
Transactions and Financial position
The Statement of Financial Activities on Page 18 shows that expenditure on Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 31.

Reserves
The Trustees have examined the requirements for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be self-funded, including an allowance for the cost of relevant core staff time. The cost of projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2023, the general fund (free reserves) amounted to £100,000 whilst other designated reserves amounted to £1,164,754.

STRATEGIC REPORT

Future plans

FSN achieved a budget surplus in the last year, however, there are outstanding external and internal building works to complete which will incur increased costs due to materials and staffing cost rises for contractors. This, along with further increases to utility costs and an ongoing commitment by the charity to the alignment to national pay scales, will have impact on the budget in the coming year.

The ongoing cost of living crisis and long term impact of the COVID pandemic play a big part in the planning for support for the next year and this, along with the increased pressures on statutory services, means that the charity has to ensure staff are well trained and supported to deal with the complexities and challenges that our children, young people and families face.

At the annual strategy day in February 2023, the Board discussed how we bring projects together under a 'core offer'. With a customer relationship management system (CRM) in place as a basis to support how we collect and collate data and track progress, the next stage is to implement the core offer.

From April 2023, the core offer for FSN will be:

- Children and Young People
- Family Support
- Health and Wellbeing
- Education and Training

The introduction of the core offer will enable the charity to review its structures ensuring the right support is in place at each level. The strategy will also move FSN from being seen as an organisation that delivers discrete projects to a more coherent and holistic organisation with a more rounded offer. This will help not only with our commissioners and funders, but with our communities.

Along with the strategic objectives, FSN continues to explore and identify ways to ensure all members of the community can access our services. A working party of the Board of Trustees and staff will continue to meet in order to achieve the goals set out in our equality and diversity action plan.

Cross sector partnership working is increasingly being seen to play an important role when planning services and FSN will continue to be a part of this at a strategic and operational level with our statutory and voluntary sector partners in the coming year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance & Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12-month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

FSN has a Board of 11 Trustees who have experience and knowledge in areas such as early years, adult learning, mental health, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

The FSN's Board members are:

- Peter Carcas - Chair
- Cllr. Judy Rogers - Vice-Chair
- Richard Cuff - Vice-Chair
- John French - Treasurer
- Rev'd Martin Harper
- Janet Wyatt
- Gary Marriott
- Roger Elias
- Geoff Longmire
- Mary Osman
- Hayley Thomas (appointed May 2022)

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team. FSN employs:

- 14 full time staff,
- 47 part-time staff,
- 6 sessional staff,
- 5 tutors and
- 6 Assessors.

During the year FSN received support from 46 volunteers.

Auditors

Auditors are appointed at FSN's AGM. In 2022, the AGM was held on Monday 12th September. At the meeting, Acuity Professional Partnership were appointed as auditors. FSN's 2023 AGM will be held on Monday 18th September.

Risk management

As part of FSN's Board of Trustees annual strategic planning day, the Chief Executive tables the Risk Management plan for discussion and approval. This reviews the major risks that the Charity may be exposed to and identifies control measures that mitigate the risks. The plan is used as a working document and reviewed and updated as necessary. Trustees are advised by auditors of any impending changes and reporting procedures.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00371615 (England and Wales)

Registered Charity number
208446

Registered office
St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

Trustees
Mr M N Harper
Mrs J Wyatt
Mr P R Carcas Chairman
Mr G Marriott
Mr R Cuff Vice Chair
Cllr J Rogers Vice Chair
Dr R Elias
Mr G Longmire
Mr J French
Mrs M Osman
Ms H J Thomas (appointed 23/5/2022)

Company Secretary
Ms T E Rose

Auditors
Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

AUDITORS
The auditors, Acuity Professional Partnership LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on .....18/9/23..... and signed on the board's behalf by:

.....
Ms T E Rose - Secretary

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We have assessed the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur, as low by way of enquiry, prior knowledge and current year analytical review and testing.

We have enquired with management and those charged with governance to obtain an understanding of the legal and regulatory framework applicable to the entity and, through our audit testing, our findings have confirmed that the entity is complying with the relevant frameworks.

We have enquired with management and those charged with governance to obtain an understanding of the entity's policies and procedures relating to compliance with laws and regulations. Through our testing, we have reviewed all relevant documentation and confirm that there have been no instances of non- compliance.

Through enquiry, analytical review, walkthrough testing and substantive testing we have obtained an understanding of the entity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud.

We have confirmed that the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations and fraud.

Listed above is the extent of procedures we have taken to detect material misstatements in respect of irregularities, including fraud, to which we have found no instances.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regardingirregularities occurringdue to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Acuity Professional Partnership LLP

for and on behalf of Acuity Professional Partnership LLP
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Date: 23/10/2023

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations, legacies & grants	2	**34,688**	**496,842**	**531,530**	316,356
Charitable activities	5				
Childcare		**-**	**438,031**	**438,031**	384,160
Family support projects		**2,500**	**352,081**	**354,581**	350,836
Other trading activities	3	**411,081**	**12,555**	**423,636**	334,896
Investment income	4	**7,803**	**-**	**7,803**	4,782
Total		**456,072**	**1,299,509**	**1,755,581**	1,391,030
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	**1,516**	**9,211**	**10,727**	13,893
		1,516	**9,211**	**10,727**	13,893
Charitable activities	7				
Childcare		**192,891**	**495,818**	**688,709**	589,802
Family support projects		**193,397**	**677,267**	**870,664**	820,227
Total		**387,804**	**1,182,296**	**1,570,100**	1,423,922
Net gains/(losses) on investments		**(5,865)**	**-**	**(5,865)**	6,520
NET INCOME/(EXPENDITURE)		**62,403**	**117,213**	**179,616**	(26,372)
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,202,351**	**536,269**	**1,738,620**	1,764,992
TOTAL FUNDS CARRIED FORWARD		**1,264,754**	**653,482**	**1,918,236**	1,738,620

The notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION
31 MARCH 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	14	**1,006,816**	1,005,057
Investments	15	**90,113**	95,978
		1,096,929	1,101,035
CURRENT ASSETS			
Debtors	16	**24,093**	31,125
Prepayments and accrued income		**-**	34,910
Cash at bank and in hand		**861,294**	629,829
		885,387	695,864
CREDITORS			
Amounts falling due within one year	17	**(24,080)**	(18,279)
NET CURRENT ASSETS		**861,307**	677,585
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,958,236**	1,778,620
CREDITORS			
Amounts falling due after more than one year	18	**(40,000)**	(40,000)
NET ASSETS		**1,918,236**	1,738,620
FUNDS	21		
Unrestricted funds:			
General fund		**100,000**	90,298
Property fund		**1,064,754**	1,062,053
Project development fund		**50,000**	50,000
HR Reserve		**50,000**	-
		1,264,754	1,202,351
Restricted funds:			
Restricted		**653,482**	536,269
TOTAL FUNDS		**1,918,236**	1,738,620

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The notes form part of these financial statements

continued...

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2023

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 18/9/23 and were signed on its behalf by:



Mr P R Carcas - Trustee

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	**266,375**	(19,952)
Net cash provided by/(used in) operating activities		**266,375**	(19,952)
Cash flows from investing activities			
Purchase of tangible fixed assets		**(34,910)**	(12,783)
Net cash used in investing activities		**(34,910)**	(12,783)
Change in cash and cash equivalents in the reporting period		**231,465**	(32,735)
Cash and cash equivalents at the beginning of the reporting period		**629,829**	662,564
Cash and cash equivalents at the end of the reporting period		**861,294**	629,829

The notes form part of these financial statements

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	**179,616**	(26,372)
Adjustments for:		
Depreciation charges	**33,151**	21,247
Losses/(gain) on investments	**5,865**	(6,520)
Decrease/(increase) in debtors	**41,942**	(12,018)
Increase in creditors	**5,801**	3,711
Net cash provided by/(used in) operations	**266,375**	(19,952)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank and in hand	**629,829**	**231,465**	**861,294**
	629,829	**231,465**	**861,294**
Debt			
Debts falling due after 1 year	**(40,000)**	**-**	**(40,000)**
	(40,000)	**-**	**(40,000)**
Total	**589,829**	**231,465**	**821,294**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Fellowship of St Nicholas is a charitable company limited by guarantee registered in England and Wales.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

INCOME

All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

continued...

1. ACCOUNTING POLICIES - continued

INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. it is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of raising funds includes expenses directly related to fund raising, such as advertising a fundraising event;
Expenditure on charitable activities includes expenses involved in the running of charitable projects, such as staff salaries; and
Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:-

Freehold property	**1% straight line**
St Nick's Nursery & Training Centre	**1% straight line and 10% straight line**
St Leonards Children's Centre	**10% straight line**
Fixtures, fittings & equipment	**20% straight line**

continued...

1. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

Computer equipment	**33.33% straight line**
Motor vehicles	**25% straight line**

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

TAXATION

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

FUND ACCOUNTING

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of rasing and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

DEBTORS AND CREDITORS RECEIVABLE/PAYABLE

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

CONCESSIONARY LOANS

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

IMPAIRMENT

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount , an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

EMPLOYEE BENEFITS

When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

GOVERNMENT GRANTS

continued...

1. ACCOUNTING POLICIES - continued

Grants receivable under the government's Job Retention Scheme are recognised as government grants within donations and legacies income, within the statement of financial activities when there is reasonable assurance that the entity will comply with the conditions attached to the grant and that the grant income will be received. Grant income relating to the Job Retention Scheme will be recognised in the period to which the underlying furloughed staff costs relate to and when the payroll liability has been incurred by the company. Amounts not received by the reporting date are included in other debtors.

FIXED ASSET INVESTMENTS
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2. DONATIONS, LEGACIES & GRANTS

	2023	2022
	£	£
Gifts and income from trusts	**530,530**	313,631
Legacies	**1,000**	-
Government grants	**-**	2,725
	531,530	316,356

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Other grants	**-**	2,725

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Project fees and rents	**384,162**	303,940
Other trading activities	**39,474**	30,956
	423,636	334,896

continued...

4. INVESTMENT INCOME

	2023	2022
	£	£
Dividends - equities	-	225
Interest - deposits	7,803	4,557
	7,803	4,782

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Grants and contracts	Childcare	438,031	384,160
Grants and contracts	Family support projects	354,581	350,836
		792,612	734,996

	2023	2022
	£	£
Children In Need	35,013	29,950
DHSE - VCSE	-	3,172
ESCC - Children's Centre	-	8,450
ESCC - EYEE	438,031	384,160
ESCC	41,007	-
HBC	73,702	100,934
Big Lottery Fund - Dragonflies: 10340609	62,696	62,696
ESCC - HOA	5,983	14,244
Big Lottery Fund - The Hub (TA) 20103816	104,534	81,437
Various other	31,646	49,953

continued...

6. RAISING DONATIONS AND LEGACIES

	2023	2022
	£	£
Administration Costs	**10,727**	13,893

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Childcare	**655,558**	**33,151**	**688,709**
Family support projects	**870,664**	**-**	**870,664**
	1,526,222	**33,151**	**1,559,373**

8. SUPPORT COSTS

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	**33,151**	21,246
Auditors' remuneration	**5,340**	5,040

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS

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

TRUSTEES' EXPENSES

During the year no trustees received expenses (Nil in 2022).

11. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	**1,009,633**	976,039
	1,009,633	976,039

The average monthly number of employees during the year was as follows:

	2023	2022
Staff	**69**	71

No employees received emoluments in excess of £60,000.

Key management personnel remuneration in the year totalled £89,038 (2022 - £87,044).

12. EX GRATIA PAYMENTS

Redundancy payments in the year totalling £Nil (2022: Nil).

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations, legacies & grants	17,958	298,398	316,356
Charitable activities			
Childcare	-	384,160	384,160
Family support projects	6,661	344,175	350,836
Other trading activities	326,023	8,873	334,896
Investment income	4,782	-	4,782
Total	355,424	1,035,606	1,391,030
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	5,369	8,524	13,893
	5,369	8,524	13,893

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Charitable activities			
Childcare	152,793	437,009	589,802
Family support projects	132,925	687,302	820,227
Total	291,087	1,132,835	1,423,922
Net gains on investments	6,520	-	6,520
NET INCOME/(EXPENDITURE)	70,857	(97,229)	(26,372)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,131,495	633,497	1,764,992
TOTAL FUNDS CARRIED FORWARD	1,202,352	536,268	1,738,620

14. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
Cost			
At 1 April 2022	**902,360**	**587,983**	**63,468**
Additions	-	-	-
At 31 March 2023	**902,360**	**587,983**	**63,468**
Depreciation			
At 1 April 2022	**436,696**	**63,353**	**63,468**
Charge for year	**7,050**	**9,671**	-
At 31 March 2023	**443,746**	**73,024**	**63,468**
Net book value			
At 31 March 2023	**458,614**	**514,959**	-
At 31 March 2022	465,664	524,630	-

continued...

14. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
Cost			
At 1 April 2022	**22,724**	**44,766**	**1,621,301**
Additions	**34,910**	**-**	**34,910**
At 31 March 2023	**57,634**	**44,766**	**1,656,211**
Depreciation			
At 1 April 2022	**22,724**	**30,003**	**616,244**
Charge for year	**8,727**	**7,703**	**33,151**
At 31 March 2023	**31,451**	**37,706**	**649,395**
Net book value			
At 31 March 2023	**26,183**	**7,060**	**1,006,816**
At 31 March 2022	-	14,763	1,005,057

The freehold property consists of:-
66 London Road, St Leonards on Sea - which is mainly used for charitable purposes but also houses administrative offices.

St Leonards Childrens Centre is situated on the grounds of 66 London Road, St Leonards on Sea. The building and adjoining play area are also used for charitable purposes.

St Nick's Nursery & Training Centre
Nursery and training facility -
The St Nick's Nursery and Training Centre consists of a nursery and outdoor play area, adjacent to the nursery, on the grounds of 66 London Road, St Leonards on Sea.The building and play area are used solely for charitable purposes.

Other property:-
Robsack Community Centre, St Leonards on Sea -
The charitable company also manages the Robsack Community Centre which is leased from Hastings Borough Council at no cost and is used for charitable purposes. No rent is charged by the council and a notional rent of £37,500 is charged to the SoFA. An equal amount is shown in income as a donation.

Other fixed assets:-
Motor vehicles are used solely for charitable purposes.
Computers and office equipment are used for charitable and administrative purposes.

continued...

15. FIXED ASSET INVESTMENTS

	Listed investments £
Market value	
At 1 April 2022	**95,978**
Revaluations	**(5,865)**
At 31 March 2023	**90,113**
Net book value	
At 31 March 2023	**90,113**
At 31 March 2022	95,978

There were no investment assets outside the UK.

Cost or valuation at 31 March 2023 is represented by:

	Listed investments £
Market value as at 31 March 2022	**95,978**
Valuation in 2023	**(5,865)**
	90,113

The income, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2023 £	2022 £
Financial assets measured at fair value through net income (Gain/(Loss)	**(5,865)**	6,520

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	**24,093**	31,125

continued...

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	**18,080**	18,279
Accruals and deferred income	**6,000**	-
	24,080	18,279

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Other loans (see note 19)	**40,000**	40,000

It has come to the attention of FSN after the balance sheet date that it is unlikely that the Loan will ever need repaying. Further information will be known in due course.

19. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	**40,000**	40,000

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Fixed assets	**783,040**	**223,776**	**1,006,816**	1,005,057
Investments	**90,113**	**-**	**90,113**	95,978
Current assets	**455,681**	**429,706**	**885,387**	695,864
Current liabilities	**(24,080)**	**-**	**(24,080)**	(18,279)
Long term liabilities	**(40,000)**	**-**	**(40,000)**	(40,000)
	1,264,754	**653,482**	**1,918,236**	1,738,620

continued...

21. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	**90,298**	**73,990**	**(64,288)**	**100,000**
Property fund	**1,062,053**	**(11,587)**	**14,288**	**1,064,754**
Project development fund	**50,000**	**-**	**-**	**50,000**
HR Reserve	**-**	**-**	**50,000**	**50,000**
	1,202,351	**62,403**	**-**	**1,264,754**
Restricted funds				
Restricted	**536,269**	**117,213**	**-**	**653,482**
TOTAL FUNDS	**1,738,620**	**179,616**	**-**	**1,918,236**

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**456,072**	**(376,217)**	**(5,865)**	**73,990**
Property fund	**-**	**(11,587)**	**-**	**(11,587)**
	456,072	**(387,804)**	**(5,865)**	**62,403**
Restricted funds				
Restricted	**1,299,509**	**(1,182,296)**	**-**	**117,213**
TOTAL FUNDS	**1,755,581**	**(1,570,100)**	**(5,865)**	**179,616**

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	98,900	82,682	(91,284)	90,298
Property fund	1,032,595	(11,826)	41,284	1,062,053
Project development fund	-	-	50,000	50,000
	1,131,495	70,856	-	1,202,351
Restricted funds				
Restricted	633,497	(97,228)	-	536,269
TOTAL FUNDS	1,764,992	(26,372)	-	1,738,620

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	355,424	(279,262)	6,520	82,682
Property fund	-	(11,826)	-	(11,826)
	355,424	(291,088)	6,520	70,856
Restricted funds				
Restricted	1,035,606	(1,132,834)	-	(97,228)
TOTAL FUNDS	1,391,030	(1,423,922)	6,520	(26,372)

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	98,900	156,672	(155,572)	100,000
Property fund	1,032,595	(23,413)	55,572	1,064,754
Project development fund	-	-	50,000	50,000
HR Reserve	-	-	50,000	50,000
	1,131,495	133,259	-	1,264,754
Restricted funds				
Restricted	633,497	19,985	-	653,482
TOTAL FUNDS	1,764,992	153,244	-	1,918,236

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	811,496	(655,479)	655	156,672
Property fund	-	(23,413)	-	(23,413)
	811,496	(678,892)	655	133,259
Restricted funds				
Restricted	2,335,115	(2,315,130)	-	19,985
TOTAL FUNDS	3,146,611	(2,994,022)	655	153,244

continued...

21. MOVEMENT IN FUNDS - continued

Restricted funds	Balance at 1 April 2022	Income	Expenditure	Balance at 31 March 2023
PACT	-	198,734	(85,302)	113,432
Greenway Nursery	736	133,554	(134,290)	-
St Nicks Nursery	1,191	171,602	(172,793)	-
My Time	24,433	89,364	(92,312)	21,485
St Nicholas Centre	10,000	226,074	(206,074)	30,000
Robsack Centre	-	-	-	-
Silverdale Nursery	-	150,618	(150,618)	-
Dragonflies	135,692	82,407	(78,969)	139,130
Childcare Fund	794	1,000	(222)	1,572
Millennium Committee	15,486	-	-	15,486
Nursery Improvement Fund	188,419	-	(5,134)	183,285
Core	-	-	-	-
TA Project	45,422	125,534	(83,571)	87,385
Live Work Thrive	5,110	22,165	(27,275)	-
Working to Capacity	17,108	14,037	(31,145)	-
Youth	36,545	78,437	(67,082)	47,900
Community Learning	-	-	-	-
Capital account	45,333	-	(37,522)	7,811
Holiday Space	10,000	5,983	(9,987)	5,996
Total	**536,269**	**1,299,509**	**(1,182,296)**	**653,482**

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Working to Capacity', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2022/23 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for it's employees. The amount recognised as an expense in the year was £16,130 (2022 - £15,343).

23. RELATED PARTY DISCLOSURES

During the year one or more Trustees have made donations without conditions totalling £450 (2022: £200).

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

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations, legacies & grants		
Gifts and income from trusts	**530,530**	313,631
Legacies	**1,000**	-
Government grants	**-**	2,725
	531,530	316,356
Other trading activities		
Project fees and rents	**384,162**	303,940
Other trading activities	**39,474**	30,956
	423,636	334,896
Investment income		
Dividends - equities	**-**	225
Interest - deposits	**7,803**	4,557
	7,803	4,782
Charitable activities		
Grants and contracts	**792,612**	734,996
Total incoming resources	**1,755,581**	1,391,030
EXPENDITURE		
Raising donations and legacies		
Administration Costs	**10,727**	13,893
Charitable activities		
Wages	**1,009,633**	976,039
Running expenses	**516,589**	412,743
	1,526,222	1,388,782
Support costs		
Management		
Depreciation on property	**16,721**	16,721
Motor vehicles	**8,727**	-
Computer equipment	**7,703**	4,526
	33,151	21,247

THE FELLOWSHIP OF ST NICHOLAS

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

	2023 £	2022 £
Total resources expended	**1,570,100**	1,423,922
Net income/(expenditure)	**185,481**	(32,892)

This page does not form part of the statutory financial statements

THE FELLOWSHIP OF ST NICHOLAS

England & Wales - Charity number 208446

Accounts

REGISTERED COMPANY NUMBER: 00371615 (England and Wales)
REGISTERED CHARITY NUMBER: 208446

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

FOR

THE FELLOWSHIP OF ST NICHOLAS

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

THE FELLOWSHIP OF ST NICHOLAS

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FOR THE YEAR ENDED 31 MARCH 2022

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THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Principal activities and review of business

FSN's principal activities are based on their Purpose which is to:

'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse.'

The reporting year saw the gradual lifting of COVID restrictions and the opportunity to once again work face to face with children, young people and families as well as re-engage with partners and agencies.

The use of online media to communicate had become the 'norm' both in-house between teams based in different venues and externally with partners and services.

The opportunity for staff to work more flexibly became more relevant, as, during the year, processes were put in place to minimise the number of people working in our offices on a daily basis and planning for key staff member work patterns to ensure that services could still operate as much as possible. However, there was some disruption on services provided in schools when the virus spread as children returned to education. Our nursery provision was also affected as staff were either impacted by having the virus themselves, or looking after dependents.

Nevertheless, the Board of Trustees, staff and volunteers continued to ensure FSN was a continued presence throughout to support the growing needs of children, young people and families, providing much needed aid to our communities.

Summary of Service Delivery

There is no question that the past year has been very different for communities across the nation as projects and services resume to pre- pandemic status. During the 82 years of FSN's history, the charity has been there for local communities adapting to change in response to the needs of the national and local environment and the community in which it serves.

The immense challenges associated with the pandemic and the impact on projects and service delivery at FSN led to referrals usually received from schools, health services and external partner agencies coming through different methods including emergency referrals for guidance and support together with calls to the Pantry from families who continue to struggle against food poverty.

During the year the core team continued to support the organisation developing inspirational ideas and initiatives including sourcing funding enabling support to be delivered in new ways and to sustain existing work. The introduction of new ways of working has now been embedded within the projects where new initiatives continue to be explored such as developing youth services, children's holiday schemes and family focused hubs.

New and existing volunteers have returned to offer added value to the projects often realising their own dormant skills whilst offering a valuable additional resource to the projects and services in which they help.

A key feature of FSN is the recognition that with change and new methods there is always an opportunity to reflect, step back and to consider service delivery from a broader and more objective perspective in relation to the future. To look at local and national environments and the possibility of the long term effects on children and families and to strategically plan for the issues that may arise in the months to come so that FSN is ready to offer the relevant support when needed.

Positive aspects included reforming, inventing and delivering services and projects in responsive and realistic ways that can and have made a difference to children, young people and families where isolation has changed their perspective on social interaction. The work of re-engaging with new and existing families continues to be a priority, combining the traditional methods of engagement with the new digital age in which society has now adapted to.

Team Training

FSN recognises the importance and need to ensure staff can access professional and personal development opportunities and during the past year staff have responded by attending generic courses such as:

- Safeguarding
- First Aid
- Health and Safety
- Food Hygiene

As well as more specialised courses, including:

- Trans Awareness
- Outcome Star
- Health Coach
- Health and Safety Leadership

Staff continue to develop both professional and personal skills and are offered wellbeing support as part of FSN's commitment to supporting each staff and volunteer member following the return to project delivery, training continues to be flexible to meet the needs of individuals.

FSN was also able to offer placements as part of a partnership with other charities for the Government Kickstart scheme, not only with work experience but training and support to build confidence and be ready to enter future workplace environments. Placements were offered in our nurseries, administration and Pantry. Training included Employability Skills, Mental Health Literacy and Life Skills.

At the end of the 6-month placement, some young people became sessional staff in our nurseries and one secured a full time position in a restaurant after discovering his passion for cooking while in placement with us.

EARLY YEARS

With the lifting of lockdown restrictions in the last year, FSN nurseries opened with robust risk assessments in place to minimise the spread of the coronavirus. The number of children attending nursery increased slowly over this period as families were concerned for their children and the impact of the low take up of the vaccination in the town.

The national shortage of qualified early years practitioners was reflected locally and recruitment was a challenge which also impacted on the number of children the nurseries could offer places to.

In response to the changing needs and following consultation with families, Trustees took the decision to amend the operating times of St Nick's Nursery on the site of the St Nicholas Centre from offering all year round childcare and education to 8am-5pm term time only provision. This also allowed the opportunity to use the space to deliver holiday provision for Primary school aged children in a safe environment with good outdoor space.

During the year 316 children attended the 3 nurseries, with 86 children from keywork and vulnerable families accessing during periods of lockdown. For those unable to access the nurseries, over 1,300 home learning ideas were either posted on social media, or posted to families.

Across the nurseries, 23% of children had English as an additional language, rising to 46% in our nursery based in Central St Leonards, an area with a higher diverse population and multi-occupancy housing. 8% of children had additional needs and the nursery staff worked closely with relevant agencies to support their individual learning and 21% of children were eligible for the Early Years Pupil Premium (EYPP), again rising to 33% of those eligible attending our nursery in St Leonards. 25% of children attending our nursery provision were in receipt of the 2-year funding.

In response to the needs of the children and families attending, FSN developed an intervention support role and allocated a degree level practitioner. This role specifically supports our nurseries to effectively identify and implement strategies to close gaps and to ensure disadvantaged children and children with a special educational need/disability make progress in their development and learning.

"A and I love the nursery and I am happy with the level of care A receives. I appreciate everything you all do for all the children at Greenway, you're all amazing". NURSERY PARENT

"We just wanted to say a huge thank you for all your help whilst I had my surgery. It doesn't go unnoticed how amazing you guys really are. L has come such a long way thanks to you". NURSERY PARENT

"I like the nursery, it's bright". "I love getting messy". "The mud kitchen is the best, I can cook and be messy". CHILDREN'S COMMENTS

PROJECTS AND SERVICES OVERVIEW

Health and Wellbeing Hubs

FSN's role in supporting the health and wellbeing of the local community of Hastings and St Leonards has continued and in response to the pandemic, FSN was involved in a local Emergency Hub, working with other local charities and statutory agencies to share knowledge and information through regular meetings and ensure support needs could be met.

Two Hubs, led by FSN are funded by the Clinical Commissioning Group and work in partnership with other Hubs led by Education Futures Trust and The Pelham, a community centre in Bexhill.

Volunteering

One of the main elements of the Hubs is to promote volunteering as a way to support wellbeing. FSN always values the contribution of the volunteers and in recognition of their input and support, we embarked on the Investors in Volunteers Award with the assessment taking place in February and the notification of successfully completing the Award in March. The assessment focused not only on the systems, policy and strategy for volunteering, but also involved speaking to volunteers, staff and the Chair of Trustees. Comments from volunteers included:

"There is always an openness to listen to any ideas volunteers might have and there's always someone to talk to".

"I am proud that I have worked to the best of my ability to serve my community. I enjoy being part of the FSN team and have built up good relationships with the service users. Volunteering has improved my confidence".

"FSN is part of the fabric of Hastings".

In the last year, 65 volunteers started to return to supporting the projects and services and four volunteer led wellbeing groups were set up, including Craft for Wellbeing, Mindfulness Walks and Coffee and Chat.

As well as volunteering, FSN has offered over 150 hours of family and community learning, offering non-accredited courses with wellbeing at the heart and involving the whole family. Courses include Cookery, Story Sacks and Craft.

"I have been greatly helped by attending the Craft Course and wanted to thank FSN so much - it was just the help I needed to get out and about again". Craft for Wellbeing attendee

The Pantry

The Pantry and Baby Pantry continued to grow and with the lifting of COVID regulations, more families came to the forefront with referring agencies. Funding was secured from the Local Authority, again as part of a partnership, as well as local businesses. Over 400 individuals were supported with food and hygiene products over the last year and the mobile food Pantry deliveries were maintained due to ongoing COVID cases and to support the most vulnerable. FSN has already started to see the impact of the cost of living crisis and are envisaging an increase in referrals in the coming year.

The health visiting service is very appreciative of the service offered by Pantry for families in the local area and the efficient way in which it functions means that we are able to support and reassure families at the point when it is needed. Health Visitor

Case study

Local Heath Visitor referred a single pregnant woman from Albania with no recourse to public funds and trying to claim Asylum, but application was in the beginning stages so had not received any financial support. This young woman had no other means of getting food and as she was 7 months pregnant she needed to be getting appropriate nutrition for herself and her unborn child.

The Hub - Temporary Accommodation Project

FSN has always worked proactively to develop services before there is a wider recognised need. Prior to the pandemic, we had identified a national 65% increase in 10 years in the number of families living in temporary accommodation and submitted a successful bid to the National Lottery Community Fund leading to the start of the Hub project in June 2021.

The Hub offers 4 after school sessions per week in the St Leonards Children's Centre with space for both indoor and outdoor play, homework space, laundry facilities as well as creative activities for the family and access to the local CAB who attend fortnightly to support with advice and guidance on housing and benefits

Although relatively in its infancy, The Hub received 36 referrals for 105 family members and has engaged with 115 individuals within the centre as well as providing outreach sessions and opportunities for outings for the whole family.

The project uses the Outcome Star for Housing to measure outcomes for participants. Assessments were completed for those who had ended their time as service users of the Hub and in all areas there was an increase in recorded scores in areas such as Motivation and Taking Responsibility, Managing Money and Personal Administration and Emotional and Mental Health.

"Thank you for supporting me with the school meeting today. I need my son to be back at school and I am finding it hard to deal with everything at the same time". Feedback from a parent who was supported to get their teenage son back into education

" I enjoy coming to The Hub as I can have a break from where I am living and I can use the washing machine". Feedback from a mother living in a property where laundry facilities were broken

" The hub has been a lifeline when moving to temporary accommodation in Hastings. The staff have been supportive, friendly and have helped me have the confidence to deal with my housing situation". Feedback from a mother placed in TA due to domestic violence

Health Coach

The post is funded by the local Primary Care Network and delivers support for health and wellbeing for patients referred by GP practices. In the last year, 185 patients were supported either through online sessions (103) or in community venues (91). The service recorded 43 improved outcomes related to weight management, physical exercise, diet or wellbeing activity.

Case study

C was referred for lifestyle advice after presenting with depression, anxiety and Type 2 Diabetes. C attended 1:1 sessions and 4 group sessions. Support was given for challenges with work, relationships and lifestyle including diet and exercise. Working with the GP, advice was given to support medical conditions.

C reported: "The coaching benefitted me by helping me lose weight and put my mind in a much better place with solving problems and identify the best solutions, putting them into practice and setting goals which helped

CHILDREN AND YOUNG PEOPLE

Children and young people services resumed in schools and community venues with COVID guidelines followed. Some disruptions occurred as school groups were closed due to the virus, but the teams worked with referrers and schools to ensure that children and young people were able to receive the support they needed.

Referrals increased, as did the needs of the young people including displaying anxieties on returning to the classroom, a rise in school refusers and those suffering the effects of bereavement.

Holiday Activities and Food Programme (HAF)

In the last year, FSN has successfully delivered holiday programmes funded through the Government HAF scheme and local Trusts, aiming the provision at Primary aged children eligible for free school meals. The programme offers indoor and outdoor activity along with a healthy meal, with children involved in planning and cooking the food for up to 24 children each day.

Many of the families attending reported that their children did not have easy access to outdoor play, so having the garden gave the children a positive experience. Food played a vital part of the programme and staff observed that children would return for more helpings of food.

Parents told us:

"I'm totally happy and thank you for letting M attend. He had a fabulous time."

"He woke up shouting - water play today!"

Dragonflies

Referrals to the Dragonflies bereavement project increased by 71% on the previous year as lockdown eased and pupils returned to education. Dragonflies saw over 280 children and young people who were supported in either peer groups, accessed pre-bereavement support or received 1:1 counselling.

Outcomes were measured using the Childhood Bereavement Network assessment tool with 78% of all children and young people accessing services recoding increased resilience, improved communication and improved self-concept.

The team were also able to offer parent group support giving them the strategies to support their children with one parent telling us:

"I came every week to the parent group. I wasn't sure at first but I am so glad I did. I got to find out what my boy was doing every week which let us talk about fears I didn't know he had. I also met other parents similar to me who were struggling like me, now the group has finished we have all agreed to meet again and our families came together on a Dragonflies trip which was such a connected feeling in a very lonely time. Thank you".

My Time

The My Time project supporting the mental health of children and young people aged 5-15 years also saw a 76% increase in referrals from the previous year, also mainly due to the return to school. The project uses the Stirling Children's Wellbeing Scale as an assessment tool. Of the children that accessed the service:

- 96% reported an improvement in self-confidence and self-esteem
- 98% had an increased understanding of mental health
- 90% felt less isolated and alone, and
- 93% had a better understanding of emotions, anxieties and feelings

"I can't begin to explain the huge impact My Time has on our students. After attending sessions, we see improved engagement, massively improved self-esteem and resilience. The students are provided with tools to manage emotions which significantly improved relationships with peers and their confidence". Teacher

"Having positive experiences like My Time, which were once outside of his normal comfort zone, has made him braver and helped him realise he can start to do other things that previously have really scared him - like coming into the building on his own!..... Thank you". Parent

Time To Be

As a project which had started during the start of the pandemic, Time To Be, supporting 15-19 year olds with issues relating to mental health and wellbeing had been affected by a number of challenges. However, with the lifting of restrictions, the project was able to secure a base at the local College to deliver weekly sessions, as well as visit local secondary schools to engage with young people transitioning from school to College. This resulted in close to 350 young people engaging in the service with 1/3rd from the College directly. Outcomes included:

- Successfully securing full or part time employment
- Support to access Higher Education and applying for University
- Engagement with the local Youth Council

Young people attending Time To Be complete the Warwick-Edinburgh Well Being scale and in the last year:

- 94% of young people felt good about themselves
- 89% felt optimistic about the future
- 86% felt they were dealing with problems well, and
- 94% had a better understanding of mental health

The project was externally evaluated between September 2021 and February 2022 with the results shared with the funders, the Department of Health and Social Care and East Sussex County Council Public Health and Children's Services. This led to an agreement with the Local Authority to continue the service for another year.

"I was in a bad place, in A&E and I think CAMHS (Child and Adolescent Mental Health Service) recommended that I should try this place out. It's pretty uplifting and made my moods quite a bit better and it's good to talk really". Young person

".....has improved my ability to open up to others when they show concern for my mental and physical wellbeing without feeling like a burden to them or a waste of resources....The emotional relief provided by speaking in the group has allowed me to be more open and level-headed with those around me as the pressure to concede my mental health has decreased". Young person

Bexhill Youth Project (BYP)

BYP is funded by the St Andrews Trust and supports secondary school aged young people living in the Town Centre area of Bexhill. As well as the drop in group running two evenings per week, the team also deliver sessions in schools through lunchtime activities, assemblies and workshops, reaching out to close to 600 young people. The detached youth work and sessions have led to engagement with 100 young people.

The project offers the opportunity to achieve AQA awards in a range of areas such as cooking, employability, budgeting and diversity and over the last year attendees achieved 56 AQA certificates.

From the young people attending the project, the following outcomes were reported:

- 92% had improved self-confidence and a better understanding of mental health
- 80% had improved communication around their own feelings
- 86% had better relationships with families and friendships, and
- 97% said they had better social engagement

Case study

T referred herself to the project through her grandmother, with issues including low self-esteem, suicidal thoughts and anxiety. When T started attending she was quiet and withdrawn with little eye contact or communication with the team. Through regular attendance she grew in confidence, opening up about her role as a carer for her siblings and started to talk about her passion for cooking which led to an AQA certificate in cookery. T also felt that attending the project gave her the opportunity to spend time for herself.

The BYP project was invited to attend a local talent show and T, along with a friend from the group choreographed a routine and performed in front of an audience on the day.

Her grandmother said: "BYP is the only thing that T will go out and do, apart from school it's hard to get her out of the house, but she loves coming to BYP and feels she is treated like a young adult rather than a child".

EMPLOYABILITY AND SKILLS

Even with the lifting of lockdown restrictions, many courses have remained on-line or taken a hybrid approach with some sessions delivered face to face. This has been especially useful for accredited courses to allow the opportunity to work with the online portfolio building and address any areas of challenge.

Accredited Training and Qualifications

In this year, the Lottery funded ROVTE project ended, but FSN was able to continue offering accredited courses with funding through our partnership with Optivo housing association. The funding enabled FSN to deliver 8 courses including Confidence and Communication, Introduction to Childcare, Support Work in Schools (Teaching Assistant) and Early Years Practitioner Level 2. The latter course is also offering placements in our nurseries to support the learning.

As well as the funded courses, FSN invested funding to deliver the Early Years Educator Level 3 course for our own Level 2 staff to support professional development and will be continued in the coming year.

59 learners were enrolled onto the courses and with 2 courses continuing into the next year, 33 learners have achieved their qualifications in the last year.

From these, 8 learners have gone into employment and 4 have gone onto further training.

"I have really enjoyed doing this course. It has challenged me. Made me believe in myself more and allowed me to finally after years of putting it off go for job opportunities that I never thought I would have been able too. The teaching has been amazing, and the tutor has always been there for support which I have been extremely grateful for. Our group had its challenges, but she went above and beyond to make sure we all knew what we were doing and supported us with amendments and for us to reach our full potential. I will always be in debt for what she has given me and my family through the opportunities this now gives me for our future". Learner L2 Award in Support Work in Schools

"Thank you for running the course and giving me the opportunity to gain a new qualification. I feel much more confident about being able to apply for a school vacancy now and have learned so much about working as a TA, and also a great deal of general knowledge on working with children and young people which I hope to be able to put into practice soon". Learner L2 Award in Support Work in Schools

Unaccredited Learning

Following the merger of the Colleges across East Sussex, the strategy to deliver community learning in house impacted on local adult learning providers who had been previously commissioned. However, FSN continued to identify other sources and successfully bid for funding from East Sussex County Council adult education budget to deliver Family Learning courses.

Over the course of the year, 12 courses and 6 workshops were delivered with 60 families completing the sessions.

"H had a great time, thank you! H really struggles with confidence so it was wonderful to see him so pleased with himself when he exceeded his own expectations". Parent

"It's improved my confidence and made me feel more capable of doing activities with my son". Attendee

Live, Work, Thrive

This project, funded through the European Social Fund, works specifically with those who are homeless or at risk of being homeless and is in partnership with the lead organisation; Hastings Borough Council along with Rother District Council, Education Futures Trust (EFT) and Sussex Community Development Association (SCDA). Work coaches, employed by the voluntary sector engage with referred clients and help to secure training and employment. During 2021/22, the FSN work coach has holistically supported 46 people acting as a central contact dealing with mental health teams, job centres, employers, training organisations and debt advice teams.

"When I first met you, my mind was a desolate wasteland that I was lost in. You gave me a sense of direction, you showed me a pathway, for this I will be forever thankful". Participant

Working to Capacity

This project continued in the last year with funding from the European Social Fund and in partnership with other local adult learning providers who are members of Skills and Learning in the Community (SLiC). The funding, to support capacity building in the membership group and grew with the inclusion of Optivo Housing who, as part of their remit, also offer adult learning opportunities to residents and communities.

In the last year, the project has developed a learner passport to enable learners to track their progress, especially useful if learners move between organisations. Plans have also been put into place with members to develop a Lottery partnership bid to support our communities.

Case study

K was unemployed and accessed adult learning with FSN but was uncertain about using Zoom for the adult learning courses However, after one to one support was able to participate and enjoyed the experience.

K signed up to the project in April 2021 and through completing the assessment form, showed an interest in some more practical learning with others, to help with feeling isolated and to increase confidence.

K went to the Hastings Furniture Service Community Shed Workshop (a member of SLiC) where the attendees were able to gain woodworking skills.

K attended every session and enjoyed interacting with new people and learning new skills. K has built confidence and self-esteem at the workshop and is now volunteering in a local second-hand shop.

K said "I was happy when FSN offered their courses on Zoom, it was difficult to start with as I wasn't used to it. The Community Shed workshop was good, I met new people and gained new skills. Using zoom has helped to increase my knowledge around computers".

Fundraising

Fundraising is an essential element in supporting the work of FSN and donors can be assured that the charity complies with regulatory standards for fundraising. Registered with the Fundraising Regulator FSN are committed to adhering to the Code of Practice for Fundraising. FSN did not engage any fundraising service providers in the last year.

As part of the fundraising strategy FSN encourages donations and operates a low cost Lottery as part of our Dragonflies project.

FSN has a complaints policy which clearly sets out the procedure of how an individual can complain and also a policy to protect vulnerable people. In the last year, FSN received no complaints in regard to its fundraising efforts. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public benefit
FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

STRATEGIC REPORT
Transactions and Financial position
The Statement of Financial Activities on Page 21 shows that expenditure on Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 35.

Reserves
The Trustees have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be self-funded, including an allowance for the cost of relevant management time. The cost of the projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2022, the general fund (free reserves) amounted to £90,298 whilst other designated reserves amounted to £1,112,053.

STRATEGIC REPORT

Future plans

Although FSN achieved a budget surplus in the last year, it is in the knowledge that there will be increased expenditure for the organisation in areas such as building works, utilities and staffing costs, as well as an understanding of the changing strategies for Trusts and funders which will impact on the opportunities for future plans. This along with the understanding that the stresses for families will be even greater in the coming year, means that FSN will need to be in a position to respond quickly to the increased demand for services.

At the strategy day in February 2022, the ongoing delays to repairs to the St. Nicholas Centre were discussed and the Board agreed to carry forward the plans for the works. The Board also agreed to:

- Develop a Youth Board and voice of young people to feed into the FSN Board
- Complete the redecoration, repairs and changes to the St Nicholas building
- Launch the Parents and Children Together (PACT) project, working with families referred by local GP surgeries
- Contribute to the Family Hub strategy for East Sussex and Health Inequalities strategy for Hastings
- Expand the geographic reach of the Temporary Accommodation project
- Achieve Wellbeing at Work Accreditation

Along with the strategic objectives, FSN continues to explore and identify ways to ensure all members of the community can access our services. A working party of the Board of Trustees and staff will continue to meet to achieve the goals set out in our equality and diversity action plan.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance & Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12-month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

FSN has a Board of 10 Trustees who bring a wealth of experience and knowledge in areas such as early years, adult learning, mental health, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

It was with great sadness that we learned that one of FSN Trustees, Jocelyn Tilbrook, sadly passed away last year. Jocelyn always had the community at the front and centre of her work and was passionate about ensuring needs were met. Jocelyn had resigned following a serious health diagnosis that quickly developed and led to her death. FSN was proud to have had Jocelyn as a valued Trustee.

The FSN's Board members are:

- Peter Carcas - Chair
- Judy Rogers - Vice-Chair
- Richard Cuff - Vice-Chair
- David Froude - Treasurer (resigned 16th September 2021)
- John French - Treasurer (voted in on 16th September 2021)
- Rev'd Martin Harper (resigned as Vice Chair 29th November 2021)
- Janet Wyatt
- Jocelyn Tilbrook (resigned 16th April 2021)
- Gary Marriott
- Roger Elias
- Geoff Longmire
- Mary Osman

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team. FSN employs:

- 13 full time staff,
- 45 part-time staff,
- 8 sessional staff,
- 8 tutors and
- 8 Assessors.

During the year FSN received support from 65 volunteers.

Auditors

Auditors are appointed at FSN's AGM. In 2021, the AGM was held on Wednesday 15th September as a hybrid meeting. At the meeting, Acuity Professional Partnership were appointed as auditors. FSN's 2022 AGM will be held on Monday 12th September.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

As part of FSN's Board of Trustees annual strategic planning day, the Chief Executive tables the Risk Management plan for discussion and approval. This reviews the major risks that the Charity may be exposed to and identifies control measures that mitigate the risks. The plan is used as a working document and reviewed and updated as necessary. Trustees are advised by auditors of any impending changes and reporting procedures.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

00371615 (England and Wales)

Registered Charity number

208446

Registered office

St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

Trustees

Mr M N Harper Vice Chair
Mrs J Wyatt
Mr D Froude Treasurer (resigned 15/9/2021)
Mr P R Carcas Chairman
Ms J Tilbrook (resigned 16/4/2021)
Mr G Marriott
Mr R Cuff Vice Chair
Cllr J Rogers
Dr R Elias
Mr G Longmire
Mr J French (appointed 15/9/2021)
Mrs M Osman (appointed 15/9/2021)
Ms H J Thomas (appointed 23/5/2022)

Company Secretary

Ms T E Rose

Auditors

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

AUDITORS

The auditors, Acuity Professional Partnership LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on ..12.9.2022..... and signed on the board's behalf by:

.....

Ms T E Rose - Secretary

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have assessed the susceptibility of the entity's financial statements to material misstatement, including haw fraud might occur, as low by way of enquiry, prior knowledge and current year analytical review and testing.

We have enquired with management and those charged with governance to obtain an understanding of the legal and regulatory framework applicable to the entity and, through our audit testing, our findings have confirmed that the entity is complying with the relevant frameworks.

We have enquired with management and those charged with governance to obtain an understanding of the entity's policies and procedures relating to compliance with laws and regulations. Through our testing, we have reviewed all relevant documentation and confirm that there have been no instances of non- compliance.

Through enquiry, analytical review, walk through testing and substantive testing we have obtained an understanding of the entity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud.

We have confirmed that the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations and fraud.

Listed above is the extent of procedures we have taken to detect material misstatements in respect of irregularities, including fraud, to which we have found no instances.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of Acuity Professional Partnership LLP
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Date: 21/09/2022

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations, legacies & grants	2	**17,958**	**298,398**	**316,356**	476,689
Charitable activities	5				
Childcare		**-**	**384,160**	**384,160**	443,377
Family support projects		**6,661**	**344,175**	**350,836**	390,246
Other trading activities	3	**326,023**	**8,873**	**334,896**	229,791
Investment income	4	**4,782**	**-**	**4,782**	2,246
Total		**355,424**	**1,035,606**	**1,391,030**	1,542,349
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	**5,369**	**8,524**	**13,893**	16,589
		5,369	**8,524**	**13,893**	16,589
Charitable activities	7				
Childcare		**152,793**	**437,009**	**589,802**	645,666
Family support projects		**132,925**	**687,302**	**820,227**	533,009
Total		**291,087**	**1,132,835**	**1,423,922**	1,195,264
Net gains on investments		**6,520**	**-**	**6,520**	7,444
NET INCOME/(EXPENDITURE)		**70,857**	**(97,229)**	**(26,372)**	354,529
RECONCILIATION OF FUNDS					
Total funds brought forward		**1,131,495**	**633,497**	**1,764,992**	1,410,463
TOTAL FUNDS CARRIED FORWARD		**1,202,352**	**536,268**	**1,738,620**	1,764,992

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL POSITION
31 MARCH 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	14	**1,005,057**	1,013,520
Investments	15	**95,978**	89,458
		1,101,035	1,102,978
CURRENT ASSETS			
Debtors	16	**31,125**	54,018
Prepayments and accrued income		**34,910**	-
Cash at bank and in hand		**629,829**	662,564
		695,864	716,582
CREDITORS			
Amounts falling due within one year	17	**(18,279)**	(14,568)
NET CURRENT ASSETS		**677,585**	702,014
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,778,620**	1,804,992
CREDITORS			
Amounts falling due after more than one year	18	**(40,000)**	(40,000)
NET ASSETS		**1,738,620**	1,764,992
FUNDS	21		
Unrestricted funds:			
General fund		**90,298**	98,900
Property fund		**1,062,053**	1,032,595
Project development fund		**50,000**	-
		1,202,351	1,131,495
Restricted funds:			
Restricted		**536,269**	633,497
TOTAL FUNDS		**1,738,620**	1,764,992

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The notes form part of these financial statements

continued...

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2022

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 12/9/2022 and were signed on its behalf by:

.....
Mr P R Carcas - Trustee

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	**(19,952)**	368,266
Net cash (used in)/provided by operating activities		**(19,952)**	368,266
Cash flows from investing activities			
Purchase of tangible fixed assets		**(12,783)**	(9,758)
Purchase of fixed asset investments		**-**	(50,000)
Net cash used in investing activities		**(12,783)**	(59,758)
Change in cash and cash equivalents in the reporting period		**(32,735)**	308,508
Cash and cash equivalents at the beginning of the reporting period		**662,564**	354,056
Cash and cash equivalents at the end of the reporting period		**629,829**	662,564

The notes form part of these financial statements

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(26,372)**	354,529
Adjustments for:		
Depreciation charges	**21,247**	19,973
Gain on investments	**(6,520)**	(7,444)
(Increase)/decrease in debtors	**(12,018)**	5,677
Increase/(decrease) in creditors	**3,711**	(4,469)
Net cash (used in)/provided by operations	**(19,952)**	368,266

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.21 £	Cash flow £	At 31.3.22 £
Net cash			
Cash at bank and in hand	**662,564**	**(32,735)**	**629,829**
	662,564	**(32,735)**	**629,829**
Debt			
Debts falling due after 1 year	**(40,000)**	**-**	**(40,000)**
	(40,000)	**-**	**(40,000)**
Total	**622,564**	**(32,735)**	**589,829**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Fellowship of St Nicholas is a charitable company limited by guarantee registered in England and Wales.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

INCOME

All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and en equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

continued...

1. ACCOUNTING POLICIES - continued

INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. it is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of raising funds includes expenses directly related to fund raising, such as advertising a fundraising event;
Expenditure on charitable activities includes expenses involved in the running of charitable projects, such as staff salaries; and
Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:-

Freehold property	**1% straight line**

continued...

1. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

St Nick's Nursery & Training Centre	**1% straight line and 10% straight line**
St Leonards Children's Centre	**10% straight line**
Fixtures, fittings & equipment	**20% straight line**
Computer equipment	**33.33% straight line**
Motor vehicles	**25% straight line**

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

TAXATION

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

FUND ACCOUNTING

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of rasing and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

DEBTORS AND CREDITORS RECEIVABLE/PAYABLE

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

CONCESSIONARY LOANS

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

IMPAIRMENT

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount , an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

continued...

1. ACCOUNTING POLICIES - continued

EMPLOYEE BENEFITS
When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

GOVERNMENT GRANTS
Grants receivable under the government's Job Retention Scheme are recognised as government grants within donations and legacies income, within the statement of financial activities when there is reasonable assurance that the entity will comply with the conditions attached to the grant and that the grant income will be received. Grant income relating to the Job Retention Scheme will be recognised in the period to which the underlying furloughed staff costs relate to and when the payroll liability has been incurred by the company. Amounts not received by the reporting date are included in other debtors.

FIXED ASSET INVESTMENTS
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2. DONATIONS, LEGACIES & GRANTS

	2022	2021
	£	£
Gifts and income from trusts	313,631	377,579
Government grants	2,725	99,110
	316,356	476,689

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Other grants	2,725	99,110

continued...

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Project fees and rents	303,940	203,589
Other trading activities	30,956	26,202
	334,896	229,791

4. INVESTMENT INCOME

	2022	2021
	£	£
Dividends - equities	225	519
Interest - deposits	4,557	1,727
	4,782	2,246

continued...

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022 £	2021 £
Grants and contracts	Childcare	**384,160**	443,377
Grants and contracts	Family support projects	**350,836**	390,246
		734,996	833,623

	2022 £	2021 £
Children In Need	**29,950**	25,526
DHSE - VCSE	**3,172**	11,430
ESCC - Children's Centre	**8,450**	3,186
ESCC - EYEE	**384,160**	443,377
HBC	**100,934**	98,292
The National Lottery Community Fund: 20131223	-	26,100
Big Lottery Fund - Dragonflies: 10340609	**62,696**	62,696
Big Lottery Fund - ROVTE: 1021551	-	46,555
CXK - ROVTE	-	10,446
The National Lottery Community Fund: 20147581	-	72,734
ESCC - HOA	**14,244**	-
Big Lottery Fund - The Hub (TA) 20103816	**81,437**	-
Various other	**49,953**	33,281

6. RAISING DONATIONS AND LEGACIES

	2022 £	2021 £
Administration Costs	**13,893**	16,589

continued...

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Childcare	568,555	21,247	589,802
Family support projects	820,227	-	820,227
	1,388,782	21,247	1,410,029

8. SUPPORT COSTS

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	21,246	19,973
Auditors' remuneration	5,040	4,800

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

TRUSTEES' EXPENSES

During the year no trustees received expenses (2021 one received expenses amounting to £13).

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	976,039	887,804
	976,039	887,804

The average monthly number of employees during the year was as follows:

	2022	2021
Staff	71	69

No employees received emoluments in excess of £60,000.

Key management personnel remuneration in the year totalled £87,044 (2021 - £85,394).

12. EX GRATIA PAYMENTS

Redundancy payments in the year totalling £Nil (2021: £3,908) were made.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations, legacies & grants	28,701	447,988	476,689
Charitable activities			
Childcare	-	443,377	443,377
Family support projects	26,562	363,684	390,246
Other trading activities	229,791	-	229,791
Investment income	2,246	-	2,246
Total	287,300	1,255,049	1,542,349

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted fund £	Total funds £
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	3,008	13,581	16,589
	3,008	13,581	16,589
Charitable activities			
Childcare	156,112	489,554	645,666
Family support projects	45,924	487,085	533,009
Total	205,044	990,220	1,195,264
Net gains on investments	7,444	-	7,444
NET INCOME	89,700	264,829	354,529
RECONCILIATION OF FUNDS			
Total funds brought forward	1,041,795	368,668	1,410,463
TOTAL FUNDS CARRIED FORWARD	1,131,495	633,497	1,764,992

continued...

14. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
Cost			
At 1 April 2021	**902,360**	**587,983**	**63,468**
Additions	**-**	**-**	**-**
At 31 March 2022	**902,360**	**587,983**	**63,468**
Depreciation			
At 1 April 2021	**429,646**	**53,683**	**63,468**
Charge for year	**7,050**	**9,670**	**-**
At 31 March 2022	**436,696**	**63,353**	**63,468**
Net book value			
At 31 March 2022	**465,664**	**524,630**	**-**
At 31 March 2021	472,714	534,300	-

	Motor vehicles £	Computer equipment £	Totals £
Cost			
At 1 April 2021	**22,724**	**31,983**	**1,608,518**
Additions	**-**	**12,783**	**12,783**
At 31 March 2022	**22,724**	**44,766**	**1,621,301**
Depreciation			
At 1 April 2021	**22,724**	**25,477**	**594,998**
Charge for year	**-**	**4,526**	**21,246**
At 31 March 2022	**22,724**	**30,003**	**616,244**
Net book value			
At 31 March 2022	**-**	**14,763**	**1,005,057**
At 31 March 2021	-	6,506	1,013,520

The freehold property consists of:-
66 London Road, St Leonards on Sea - which is mainly used for charitable purposes but also houses administrative offices.

continued...

14. TANGIBLE FIXED ASSETS - continued

St Leonards Childrens Centre is situated on the grounds of 66 London Road, St Leonards on Sea. The building and adjoining play area are also used for charitable purposes.

St Nick's Nursery & Training Centre
Nursery and training facility -
The St Nick's Nursery and Training Centre consists of a nursery and outdoor play area, adjacent to the nursery, on the grounds of 66 London Road, St Leonards on Sea.The building and play area are used solely for charitable purposes.

Other property:-
Robsack Community Centre, St Leonards on Sea -
The charitable company also manages the Robsack Community Centre which is leased from Hastings Borough Council at no cost and is used for charitable purposes. No rent is charged by the council and a notional rent of £37,500 is charged to the SoFA. An equal amount is shown in income as a donation.

Other fixed assets:-
Motor vehicles are used solely for charitable purposes.
Computers and office equipment are used for charitable and administrative purposes.

15. FIXED ASSET INVESTMENTS

	Listed investments £
Market value	
At 1 April 2021	**89,458**
Revaluations	**6,520**
At 31 March 2022	**95,978**
Net book value	
At 31 March 2022	**95,978**
At 31 March 2021	89,458

There were no investment assets outside the UK.

Cost or valuation at 31 March 2022 is represented by:

	Listed investments £
Valuation in 2022	**4,764**
Cost	**91,214**
	95,978

continued...

15. FIXED ASSET INVESTMENTS - continued

The income, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2022	2021
	£	£
Financial assets measured at fair value through net income (Gain/(Loss)	**6,520**	7,444

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	**31,125**	54,018

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	**18,279**	14,568

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Other loans (see note 19)	**40,000**	40,000

It has come to the attention of FSN after the balance sheet date that it is unlikely that the Loan will ever need repaying. Further information will be known later in the year.

19. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	**40,000**	40,000

continued...

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted fund £	2022 Total funds £	2021 Total funds £
Fixed assets	776,147	228,910	1,005,057	1,013,520
Investments	95,978	-	95,978	89,458
Current assets	388,505	307,359	695,864	716,582
Current liabilities	(18,279)	-	(18,279)	(14,568)
Long term liabilities	(40,000)	-	(40,000)	(40,000)
	1,202,351	536,269	1,738,620	1,764,992

21. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	98,900	82,682	(91,284)	90,298
Property fund	1,032,595	(11,826)	41,284	1,062,053
Project development fund	-	-	50,000	50,000
	1,131,495	70,856	-	1,202,351
Restricted funds				
Restricted	633,497	(97,228)	-	536,269
TOTAL FUNDS	1,764,992	(26,372)	-	1,738,620

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	355,424	(279,262)	6,520	82,682
Property fund	-	(11,826)	-	(11,826)
	355,424	(291,088)	6,520	70,856
Restricted funds				
Restricted	1,035,606	(1,132,834)	-	(97,228)
TOTAL FUNDS	1,391,030	(1,423,922)	6,520	(26,372)

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	97,613	101,287	(100,000)	98,900
Property fund	944,182	(11,587)	100,000	1,032,595
	1,041,795	89,700	-	1,131,495
Restricted funds				
Restricted	368,668	264,829	-	633,497
TOTAL FUNDS	1,410,463	354,529	-	1,764,992

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	287,300	(193,457)	7,444	101,287
Property fund	-	(11,587)	-	(11,587)
	287,300	(205,044)	7,444	89,700
Restricted funds				
Restricted	1,255,049	(990,220)	-	264,829
TOTAL FUNDS	1,542,349	(1,195,264)	7,444	354,529

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	97,613	183,969	(191,284)	90,298
Property fund	944,182	(23,413)	141,284	1,062,053
Project development fund	-	-	50,000	50,000
	1,041,795	160,556	-	1,202,351
Restricted funds				
Restricted	368,668	167,601	-	536,269
TOTAL FUNDS	1,410,463	328,157	-	1,738,620

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	642,724	(472,719)	13,964	183,969
Property fund	-	(23,413)	-	(23,413)
	642,724	(496,132)	13,964	160,556
Restricted funds				
Restricted	2,290,655	(2,123,054)	-	167,601
TOTAL FUNDS	2,933,379	(2,619,186)	13,964	328,157

continued...

21. MOVEMENT IN FUNDS - continued

Restricted funds	Balance at 1 April 2021	Income	Expenditure	Balance at 31 March 2022
ROVTE	13,208	-	(13,208)	-
Greenway Nursery	7,372	139,958	(146,595)	736
St Nicks Nursery	7,827	143,672	(150,308)	1,191
My Time	33,681	102,828	(112,077)	24,433
St Nicholas Centre	4,412	135,661	(130,073)	10,000
Robsack Centre	(1,013)	5,972	(4,959)	-
Silverdale Nursery	-	134,967	(134,967)	-
Dragonflies	104,354	109,576	(78,238)	135,692
Childcare Fund	1,384	-	(590)	794
Millennium Committee	15,486	-	-	15,486
Nursery Improvement Fund	193,553	-	(5,134)	188,419
Core	82,732	-	(82,732)	-
TA Project	-	95,406	(49,984)	45,422
Live Work Thrive	2,549	35,083	(32,521)	5,110
Working to Capacity	41,532	28,352	(52,776)	17,108
Youth	10,113	81,437	(55,005)	36,545
Community Learning	-	8,450	(8,450)	-
Capital account	106,308	-	(60,974)	45,352
Holiday Space	10,000	14,244	(14,244)	10,000
Total	**633,497**	**1,035,606**	**(1,132,835)**	**536,269**

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Working to Capacity', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2022/23 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for it's employees. The amount recognised as an expense in the year was £15,343 (2021 - £14,556).

23. CAPITAL COMMITMENTS

The charity had Capital Commitments of £32 plus VAT for building work and £34,000 for the electric car.

24. RELATED PARTY DISCLOSURES

During the year one or more Trustees have made donations without conditions totalling £200 (2021: £200).

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations, legacies & grants		
Gifts and income from trusts	**313,631**	377,579
Government grants	**2,725**	99,110
	316,356	476,689
Other trading activities		
Project fees and rents	**303,940**	203,589
Other trading activities	**30,956**	26,202
	334,896	229,791
Investment income		
Dividends - equities	**225**	519
Interest - deposits	**4,557**	1,727
	4,782	2,246
Charitable activities		
Grants and contracts	**734,996**	833,623
Total incoming resources	**1,391,030**	1,542,349
EXPENDITURE		
Raising donations and legacies		
Administration Costs	**13,893**	16,589
Charitable activities		
Wages	**976,039**	887,804
Running expenses	**412,743**	270,898
	1,388,782	1,158,702
Support costs		
Management		
Depreciation on property	**16,721**	16,721
Carried forward	**16,721**	16,721

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Management		
Brought forward	**16,721**	16,721
Computer equipment	**4,526**	3,252
	21,247	19,973
Total resources expended	**1,423,922**	1,195,264
Net (expenditure)/income	**(32,892)**	347,085

This page does not form part of the statutory financial statements

THE FELLOWSHIP OF ST NICHOLAS

England & Wales - Charity number 208446

Accounts

REGISTERED COMPANY NUMBER: 00371615 (England and Wales)
REGISTERED CHARITY NUMBER: 208446

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

FOR

THE FELLOWSHIP OF ST NICHOLAS

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

THE FELLOWSHIP OF ST NICHOLAS

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FOR THE YEAR ENDED 31 MARCH 2021

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THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Principal activities and review of business

FSN's principal activities are based in their Purpose which is to:

'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse.'

This annual report covers a period in which the difference between discouraging and inspirational times could not have been more challenging. Faced with news of the initial lockdown in March 2020 meant that, overnight FSN centres became empty of partner agencies and service users with face to face project delivery paused. A significant number of staff were initially furloughed or transferred to working from home whilst the majority of volunteers remained at home.

Recognising the impact of the pandemic would have such consequences for the most disadvantaged in our communities, FSN had to react immediately and seek ways to continue the support previously offered. Long term plans to upgrade IT systems moved swiftly forward and this enabled FSN to adapt to using online delivery for projects together with initiating online communication through Zoom and social media platforms. Throughout the pandemic risk assessments and policies were developed and reviewed on a regular basis in response to Government guidance and from our own learning.

Summary of Service Delivery

Over 82 years of FSN's history, the charity has grown in skills and knowledge to adapt it's services in response to the needs of the community in which it serves, acknowledging what has worked well and not so well. The continuation of the pandemic and the associated restrictions impacted significantly across all areas of service delivery. This included all project referrals usually received from schools, health services and external partner agencies, though new emergency referrals to the Pantry were forthcoming for and from families unable to cope with lockdown and struggling to feed their children and young people.

During the year the core team continued to support the organisation developing inspirational ideas and initiatives including sourcing emergency COVID funding to enable support to be delivered in new ways. This included the implementation of a mobile food delivery service to families including providing books and educational activities to pre-school children. Emergency relief funding also enabled significant resources to be purchased to support families and service users with appropriate tools for them to participate in online activities.

The emergency family support expanded to offering holiday space activities for children on free school meals, initially February 2021 half-term but paused until Easter and beyond. Staff stepped up to help out and to utilise their skills and interests in providing a range of educational, play and fun activities to vulnerable and disadvantaged children at primary level.

Children and young people attending My Time and Dragonflies projects were offered online support and weekly telephone support with activities delivered via postal services and video footage for interaction of staff demonstrating activities.

"The support has been amazing. Gave time to talk. Brilliant, really supportive through the lockdown period". Dragonflies parent.

With regards to the services and projects, the past year has offered the opportunity for FSN to step back and to consider service delivery from a broader and more objective perspective in relation to the pandemic; to look at local and national environments and the possibility of the long term effects on children and families and to strategically plan for the issues that may arise in the months to come and for FSN to be ready to offer the relevant support when needed.

Positive aspects included reforming, inventing and delivering services and projects in responsive and realistic ways that can and have made a difference to children, young people and families where isolation has changed their perspective on social interaction. Re-engagement will be a key focus for FSN in the coming months, combining the traditional methods of engagement with the new digital age in which society has now adapted to using. Staff and volunteers have learnt new IT skills gaining in confidence to support the children, young people and families seeking help.

Team Training
During lockdown, staff were given the opportunity to undertake online training, made available through a variety of sources and flexible enough not to interfere with home schooling and family commitments.

Towards the end of the summer term, staff were invited to attend a week of reorientation training giving them up to date information on the changes and to assure them of the measures put in place to ensure the Health and Safety of everyone. These were received well and gave staff the confidence to return to face to face work with children.

FSN is committed to supporting the ongoing CPD of its staff and following feedback from our annual survey, offered both a Level 3 Early Years Educator qualification and Level 5 ILM Leadership and Management course. Both courses will continue in the next year.

"The biggest aspect of learning new digital skills for me, was the introduction of online conversations and meetings through various channels such as Zoom and Teams. Many amusing times have been had with my initial lack of understanding of how the different systems worked, and the stabbing at computer keys to make something happen, when clearly it was not going to be the case. Too often I would cut myself off from the meeting or silence myself, overall it was a combination of frustration and fun and very steep and fast learning curve.

The digital transformation for me personally, was the understanding that traditional methods were no longer the main conduit for communication and that unless I adopted and made use of digital technology, I would soon become and be referred to, as a dinosaur of the digital age. I have learnt how to utilise my new found digital skills for my personal life."
Staff member

Early Years
Initiating new ways of working offered FSN an ideal time to review the Early Years provision and a review of all nurseries was undertaken. Following consultation with the families at Little Common Nursery, the Board of Trustees took the decision to close the nursery at the end of the summer term 2020. The decision was based on the number of local provision established in the area and the impact this had had on Little Common's nursery occupancy. Although families valued the 'family' feel of the nursery, it could not compete with the larger settings and increasing costs. The majority of staff were relocated to one of the other FSN nurseries with only one redundancy.

4 FSN nurseries delivering early education and care saw numbers reduce as families followed Government guidelines and stayed at home and with only vulnerable and key worker children having access to support, the nurseries amalgamated with St Nicks Nursery remaining open during the first lockdown. For the children unable to attend nurseries and missing out on their early education, FSN staff teams worked to ensure that home learning ideas and materials were shared with parent/carers using the social media pages and the online learning journey portal, Tapestry. For parents/carers unable to access the internet, regular phone calls were made and home learning packs posted out. FSN was able to maintain high staffing levels and accommodate the needs of staff with their own childcare challenges.

During the year, 326 children attended the nurseries and for those unable to attend during lockdown over 800 posts were made on social media to engage families with home learning activities. 24% of children attending the nurseries were children from keywork or vulnerable families and all of these were offered a place at nursery during the lockdown. For our most vulnerable families, staff continued to support, actively taking part in nearly 100 child protection meetings.

"Staff are amazing... thank you so much for all your hard work and support" Nursery parent
"St Nick's is an amazing nursery always going above and beyond for their children" Nursery parent

Projects and Services Overview

Health and Wellbeing Hubs

Local health and wellbeing is a high priority and FSN are pleased to be playing a lead role in successfully managing 2 Health and Wellbeing Hubs in Central St Leonards and Hollington, Hastings, funded by the Hastings and Rother CCG. One of the key aspects of The Hubs is the collaboration of a number of different organisations, sharing their experiences and knowledge on local services in turn, maximising and widening support for residents.

The Hub recruits and supports volunteers to help in various roles including running self-help groups. 14 new volunteers were recruited specifically for the Hubs and although lockdown impacted on volunteering opportunities, close to 900 hours were given supporting the Pantry and making over 200 welfare calls to learners and families.

"It was good to get out of the house and help others with welfare calls. I felt I was being useful, and it was nice to dress up and be with others as I live alone" Hub Volunteer

The Food and Baby Pantry at the St Nicholas Centre became a vital service when families with vulnerable children became isolated and were unable to get out and many people found themselves without money to be able to afford food and household items. With the support of funding from a range of sources such as the National Lottery Community Fund, East Sussex County Council, local business support and in partnership with the local Foodbank who received funding from DEFRA, FSN distributed close to 22,000 meals and over 600 individuals benefitted from the Pantry. In addition, 100 learning packs, 360 books and 264 recipe sheets were given out as well as toys, clothes and shoes.

"The Pantry delivered books to us as well as food during lockdown, it was a lovely surprise for the kids" Pantry user

At Christmas, due to the generosity of a local businessman, 288 individuals benefitted from Christmas hampers and a further hamper in the New Year.

"Myself and my family are very grateful for the help of the food pantry. We wouldn't have had a Christmas if it wasn't for the food hamper.... I was panicking not having much money...and no Christmas food in. The day of the delivery I couldn't believe what we had. My family had an amazing Christmas dinner, all because of the FSN food pantry"

"Hastings and St Leonards is a designated dispersal area for Asylum seekers. Usually there is a weekly community drop-in which supports these families with food, clothing and social support. This had to stop during COVID, during this period the Pantry became a vital support of food as well as social interaction. These families have no recourse to public funds, so statutory services do not support these families".
Health Visitor

Children and Young People
The services offered to children and young people were affected the most as schools closed to the majority of students and statutory services were not offering face to face support. This had a significant impact on the referrals to the services and decisions had to be taken on how to best support children and young people during the pandemic whilst also knowing that needs were likely to increase considerably as they returned back to the classroom.

As support moved to online and social media, safeguarding processes were reviewed and updated to ensure the safety of those taking part. Resource packs were put together so that they could be posted to families in readiness for their online sessions and weekly telephone support sessions were offered to families who did not have digital access.

Dragonflies

Even with the pandemic and disruption to schools, Dragonflies were still able to offer support to 188 children using the different communication methods.

For those children and young people attending peer group, online and counselling;

- 60% reported an increase in their resilience and improvement in their self-concept, and;
- 58% said that they had improved their confidence

To support schools, online training was offered, giving strategies to help students who may have been bereaved during the lockdowns.

"Really good training especially the growing around grief. It will be most helpful in the coming months." School Teacher

"By coming to the group I have been able to talk about my feelings and now I know I am not the only one" Attendee

Mental Health projects

My Time

After the funding for the project ended in March 2020 and following successful applications, My Time received continuation funding from Children in Need and Henry Smith to deliver mental health peer support for children and young people aged 5-18 years. So that recruitment could take place and to ensure that the project would be able to reach as many children as possible, it was decided to delay the start of the project until September 2020 when schools would be returning.

Since September, My Time has supported 62 children and young people face to face and had telephone contact with 164 families during the lockdown. Social media engagement increased by 70% as activities and strategies were posted online.

Of the children and young people who have accessed the service:

- 94% reported an improvement in their confidence and self-esteem
- 95% reported a better understanding of coping strategies and an improvement in their relationships with peers, school staff and family members
- 90% reported an increase in their understanding of mental health and wellbeing

"When I told my son about the My Time session being on the same day as his football club, he insisted he came...he was so happy to be in a group, never wants to miss a session" Parent

"I feel like a different person" Attendee

Time To Be

The project aimed at 15-19 year olds and funded by the Department of Health and Social Care and East Sussex County Council has faced a number of challenges due to the lockdowns and although plans were in place to relaunch in September 2020, further lockdowns and school/College closures had an impact on the work. However, the support for young people accessing the project, continued online and through social media has proved successful for those accessing the project.

A was referred due to experiencing low mood and stress, additionally they did not want to attend school, stating it was pointless. They attended the group and engaged well in activities and discussions. Previously they would internalise their emotions and struggle to communicate.

Over time, an observable change took place in their physical, social and emotional presentation. A started to attend a new school and said how this along with Time To Be has helped to improve their low mood. They are in the process of applying for a course at College and the drop ins have given A the confidence to discuss their emotions, helping them to gain confidence and form new friendships.

"Thank you for whatever you do there, it's the only time of the week she's happy... She often says how she loves the group, it's almost like her lifeline" Parent

Employability and Skills
The adaptations to FSN's adult learning provision were made rapidly to ensure courses could continue. All courses moved to online delivery and following feedback, delivery times were changed to allow for home schooling and 1:1 support outside of the sessions were arranged. Moving to online delivery meant that more people could take part as travel was not a barrier to learning. Practice Zoom sessions were offered to help with orientation to the platform, again reducing risks to drop out.

ROVTE (Rural Outreach Volunteer Training and Empowerment)
Funded through the National Lottery Community Fund with additional funding from SELEP/CXK and Optivo, ROVTE delivered 19 courses during the year.
100% of learners participating in courses reported that their confidence had improved, leading to an improvement in their overall wellbeing.
The funding from these sources enabled:
- 57 people achieving an accredited qualification
- 32 people to move into employment, and
- 7 moved onto higher education

"Grateful for being given the opportunity to do this course. The support was amazing during the lockdown and I can now begin to seek work that I've always wanted to do. Thank you for everything" Course participant L2 Award in Work in Schools

Over the last year my confidence in online delivery has grown, seeing myself onscreen appeared a little intimidating at first but I quickly got used to this. Using break out rooms and shared screens, I have found I can offer almost all activities digitally as I could in the classroom. The flexibility around support has proved to be effective in enabling vulnerable learners to complete and in some cases the only opportunity for them to engage. Going forward, I can now see a place for both setting and digital delivery to ensure opportunities and achievement are achievable for all.
ROVTE tutor

Volunteering
Although there have been fewer opportunities for many FSN volunteers in the last year, they remain a valued asset to the work of the organisation. During the lockdowns, volunteers were crucial in the delivery of the work in the Pantry and between lockdowns, welfare calls to service users were viewed as a lifeline for those who were self-isolating and those without family/friend networks.
The commitment to achieving the Investors in Volunteers Award is still a priority for FSN and is part of the plans for 2021-22.

EU Funded Projects

During the pandemic, two new projects were launched, with funding from the European Social Fund and match funded. The Connecting Hastings and Rother Together (CHART) programme aims to support those who are furthest away from employment to access support and opportunities into training and employment.

Live, Work, Thrive
This project works specifically with those who are homeless or at risk of being homeless and is in partnership with the lead organisation; Hastings Borough Council along with Rother District Council, Education Futures Trust (EFT) and Sussex Community Development Association (SCDA). Work coaches employed by the voluntary sector engage with referred clients and help to secure sustainable tenancy and employment. Since September 2020, the FSN work coach has supported 30 people referred by the Borough Council Housing teams. The Coach supports clients holistically and is the central contact dealing with mental health teams, the job centres, employers and debt advice.

"I wish I could find the words to express how grateful I am to the service Live Work Thrive. After years of being passed from one person to another and just getting nowhere I felt like someone was actually listening to me and was actively going to support me in securing a safe home for my children and I. From the very first phone call I felt less overwhelmed by it all as...the whole process was made more manageable and less confusing for me. Within weeks ... achieved more than anyone with less stress to myself. My children and I are now safe and we owe it all to Live Work Thrive."

Working to Capacity
The project is led by FSN as part of a membership organisation; Skills and Learning in the Community (SLiC). The aim of the work is to build the capacity of local adult learning providers to provide seamless transition for adult learners across the CHART area. Partners in the project include; Education Futures Trust, Hastings Furniture Service, Little Gate Farm, Chapel Park Community Centre and Education Training Consortium. The project employs a Project Co-ordinator responsible for ensuring consistent quality across the partnership and a Learner Engagement Worker, developing learner voice networks and supporting learners to access training and courses for progression.

Fundraising
Fund raising is key in helping to support the work of FSN and donors can be assured that the charity complies with regulatory standards for fundraising. Registered with the Fundraising Regulator FSN are committed to adhering to the Code of Practice for Fundraising. FSN did not engage any fundraising service providers in the last year.

As part of the fundraising strategy FSN encourages donations and operates a low cost Lottery as part of our Dragonflies project.

FSN has a complaints policy which clearly sets out the procedure of how an individual can complain and also a policy to protect vulnerable people. In the last year, FSN received no complaints in regard to its fundraising efforts. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public benefit
FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

STRATEGIC REPORT

Transactions and Financial position

The Statement of Financial Activities on Page 17 shows that expenditure on Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 30.

Reserves

The Trustees have examined the requirement for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be self-funded, including an allowance for the cost of relevant management time. The cost of the projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2021, the general fund (free reserves) amounted to £98,900 whilst other designated reserves amounted to £1,032,595.

Future plans

FSN achieved a budget surplus in the last year, through careful management of funds and successful bids to support core costs which were at risk due to the loss of income in the nurseries and room hire. Plans to update the main building in London Road had to be put on hold during the pandemic and increasing costs for materials means that the original funds set aside by Trustees will need to be re-evaluated to cover the rises.

The majority of plans made at the strategy day in 2020 had to be put on hold and so at the Trustees strategy day in February 2021, the Board agreed to carry forward the plans to:

- Achieve the Investors in Volunteer accreditation in recognition of the commitment and support that is given by volunteers and investment in supporting volunteers
- Further develop the beneficiary voice including a volunteer forum feeding directly into the Board
- Redecoration and repairs to the St Nicholas building.
- Support families living in Temporary Accommodation
- Support for children on free school meals during the school holidays

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance & Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12 month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

FSN has a Board of 11 Trustees who bring a wealth of experience and knowledge in areas such as early years, adult learning, mental health, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

In the last year, the Board had more regular information shared as changes and adaptations to services were proposed and made. All Board and Sub-Committee meetings were held using Zoom and the Treasurer's and Chair's reports for the Public Meeting were recorded and uploaded onto the website.

The FSN's Board members are:
- Peter Carcas - Chair
- Rev'd Martin Harper - Vice-Chair
- Richard Cuff - Vice-Chair
- David Froude - Treasurer
- Alison Bissett - (resigned 31st March 2021)
- Janet Wyatt
- Jocelyn Tilbrook
- Gary Marriott
- Roger Elias
- Judy Rogers
- Geoff Longmire

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team.
FSN employs:
- 13 full time staff,
- 45 part-time staff,
- 8 sessional staff,
- 8 tutors and
- 8 Assessors.

During the year FSN received support from 65 volunteers.

Auditors

Auditors are appointed at FSN's AGM. In 2020, the AGM was held on Wednesday 16th September via Zoom, with the Chair and Treasurer reports made available through a podcast on the FSN website. At the meeting, Acuity Professional Partnership, Sellens French were appointed as auditors. FSN's 2021 AGM will be held on Wednesday 15th September.

Risk management

As part of FSN's Board of Trustees annual strategic planning day, the Chief Executive tables the Risk Management plan for discussion and approval. This reviews the major risks that the Charity may be exposed to and identifies control measures that mitigate the risks. The plan is used as a working document and reviewed and updated as necessary. Trustees are advised by auditors of any impending changes and reporting procedures.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00371615 (England and Wales)

Registered Charity number
208446

Registered office
St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

Trustees
Mr M N Harper Vice Chair
Mrs J Wyatt
Mr D Froude Treasurer
Mr P R Carcas Chairman
Ms A Bissett
Ms J Tilbrook
Mr G Marriott
Mr R Cuff Vice Chair
Cllr J Rogers
Dr R Elias
Mr G Longmire (appointed 22/7/2020)

Company Secretary
Ms T E Rose

Auditors
Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

AUDITORS
The auditors, Acuity Professional Partnership LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on .....15/09/2021..... and signed on the board's behalf by:

.....
Ms T E Rose - Secretary

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2021

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have assessed the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur, as low by way of enquiry, prior knowledge and current year analytical review and testing

We have enquired with management and those charged with governance to obtain an understanding of the legal and regulatory framework applicable to the entity and, through our audit testing, our findings have confirmed that the entity is complying with the relevant frameworks

We have enquired with management and those charged with governance to obtain an understanding of the entity's policies and procedures relating to compliance with laws and regulations. Through our testing, we have reviewed all relevant documentation and confirm that there have been no instances of non- compliance

Through enquiry, analytical review, walkthrough testing and substantive testing we have obtained an understanding of the entity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud

We have confirmed that the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations and fraud

Listed above is the extent of procedures we have taken to detect material misstatements in respect of irregularities, including fraud, to which we have found no instances.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Acuity Professional Partnership LLP

for and on behalf of Acuity Professional Partnership LLP
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Date: 16/09/2021

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	28,701	447,988	476,689	107,662
Charitable activities	5				
Childcare		-	443,377	443,377	519,367
Family support projects		26,562	363,684	390,246	474,283
Other trading activities	3	229,791	-	229,791	349,588
Investment income	4	2,246	-	2,246	2,756
Total		287,300	1,255,049	1,542,349	1,453,656
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	3,008	13,581	16,589	3,573
		3,008	13,581	16,589	3,573
Charitable activities	7				
Childcare		156,112	489,554	645,666	686,062
Family support projects		45,924	487,085	533,009	711,362
Total		205,044	990,220	1,195,264	1,400,997
Net gains/(losses) on investments		7,444	-	7,444	(9,200)
NET INCOME		89,700	264,829	354,529	43,459
RECONCILIATION OF FUNDS					
Total funds brought forward		1,041,795	368,668	1,410,463	1,367,004
TOTAL FUNDS CARRIED FORWARD		1,131,495	633,497	1,764,992	1,410,463

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL POSITION
31 MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	14	**1,013,520**	1,023,735
Investments	15	**89,458**	32,014
		1,102,978	1,055,749
CURRENT ASSETS			
Debtors	16	**54,018**	59,695
Cash at bank and in hand		**662,564**	354,056
		716,582	413,751
CREDITORS			
Amounts falling due within one year	17	**(14,568)**	(19,037)
NET CURRENT ASSETS		**702,014**	394,714
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,804,992**	1,450,463
CREDITORS			
Amounts falling due after more than one year	18	**(40,000)**	(40,000)
NET ASSETS		**1,764,992**	1,410,463
FUNDS	21		
Unrestricted funds:			
General fund		**98,900**	97,613
Property fund		**1,032,595**	944,182
		1,131,495	1,041,795
Restricted funds:			
Restricted		**633,497**	368,668
TOTAL FUNDS		**1,764,992**	1,410,463

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The notes form part of these financial statements

continued...

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2021

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 15/9/21 and were signed on its behalf by:

D Froude

Mr D Froude - Trustee

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	**368,266**	77,334
Net cash provided by operating activities		**368,266**	77,334
Cash flows from investing activities			
Purchase of tangible fixed assets		**(9,758)**	-
Purchase of fixed asset investments		**(50,000)**	-
Net cash (used in)/provided by investing activities		**(59,758)**	-
Change in cash and cash equivalents in the reporting period		**308,508**	77,334
Cash and cash equivalents at the beginning of the reporting period		**354,056**	276,722
Cash and cash equivalents at the end of the reporting period		**662,564**	354,056

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**354,529**	43,459
Adjustments for:		
Depreciation charges	**19,973**	17,114
(Gain)/losses on investments	**(7,444)**	9,200
Decrease in debtors	**5,677**	8,036
Decrease in creditors	**(4,469)**	(475)
Net cash provided by operations	**368,266**	77,334

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20	Cash flow	At 31.3.21
	£	£	£
Net cash			
Cash at bank and in hand	**354,056**	**308,508**	**662,564**
	354,056	**308,508**	**662,564**
Debt			
Debts falling due after 1 year	**(40,000)**	**-**	**(40,000)**
	(40,000)	**-**	**(40,000)**
Total	**314,056**	**308,508**	**622,564**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Fellowship of St Nicholas is a charitable company limited by guarantee registered in England and Wales.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

INCOME

All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and en equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

continued...

1. ACCOUNTING POLICIES - continued

INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. it is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of raising funds includes expenses directly related to fund raising, such as advertising a fundraising event;
Expenditure on charitable activities includes expenses involved in the running of charitable projects, such as staff salaries; and
Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:-

Freehold property	**1% straight line**

continued...

1. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

St Nick's Nursery & Training Centre	**1% straight line and 10% straight line**
St Leonards Children's Centre	**10% straight line**
Fixtures, fittings & equipment	**20% straight line**
Computer equipment	**33.33% straight line**
Motor vehicles	**25% straight line**

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

TAXATION

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

FUND ACCOUNTING

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of rasing and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

DEBTORS AND CREDITORS RECEIVABLE/PAYABLE

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

CONCESSIONARY LOANS

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

IMPAIRMENT

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount , an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

continued...

1. ACCOUNTING POLICIES - continued

EMPLOYEE BENEFITS
When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

GOVERNMENT GRANTS
Grants receivable under the government's Job Retention Scheme are recognised as government grants within donations and legacies income, within the statement of financial activities when there is reasonable assurance that the entity will comply with the conditions attached to the grant and that the grant income will be received. Grant income relating to the Job Retention Scheme will be recognised in the period to which the underlying furloughed staff costs relate to and when the payroll liability has been incurred by the company. Amounts not received by the reporting date are included in other debtors.

FIXED ASSET INVESTMENTS
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Gifts and income from trusts	377,579	107,662
Government grants	99,110	-
	476,689	107,662

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Other grants	99,110	-

continued...

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Project fees and rents	203,589	310,717
Other trading activities	26,202	38,871
	229,791	349,588

4. INVESTMENT INCOME

	2021	2020
	£	£
Dividends - equities	519	-
Interest - deposits	1,727	2,756
	2,246	2,756

continued...

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Grants and contracts	Childcare	443,377	519,367
Grants and contracts	Family support projects	390,246	474,283
		833,623	993,650

	2021	2020
	£	£
Children In Need	25,526	21,269
DHSE - VCSE	11,430	24,616
ESCC - Children's Centre	3,186	19,116
ESCC - EYEE	443,377	519,366
HBC	98,292	55,588
HBC - Robsack	-	84,948
ESCG (formerly SCCH)	-	23,138
The National Lottery Community Fund: 20131223	26,100	-
Big Lottery Fund - Dragonflies: 10340609	62,696	62,696
Big Lottery Fund - ROVTE: 1021551	46,555	121,640
CXK - ROVTE	10,446	9,973
The National Lottery Community Fund: 20147581	72,734	-
ESCC - HOA	-	19,260
ESCC - Young People	-	15,000
Various other	33,281	17,040

continued...

6. RAISING DONATIONS AND LEGACIES

	2021	2020
	£	£
Administration Costs	16,589	3,573

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Childcare	625,693	19,973	645,666
Family support projects	533,009	-	533,009
	1,158,702	19,973	1,178,675

8. SUPPORT COSTS

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and the floor area occupied by that activity and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	19,973	17,114
Auditors' remuneration	4,800	4,800

continued...

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

TRUSTEES' EXPENSES

During the year one Trustee has been reimbursed for expenses totalling £13 (2020: £13).

11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	**887,804**	930,316
	887,804	930,316

The average monthly number of employees during the year was as follows:

	2021	2020
Staff	**69**	71

No employees received emoluments in excess of £60,000.

Key management personnel remuneration in the year totalled £96,924 (2020 - £94,851).

12. EX GRATIA PAYMENTS

Redundancy payments in the year totalling £3,908 (2020: £12,461) were made.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted fund	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	60,766	46,896	107,662
Charitable activities			
Childcare	-	519,367	519,367
Family support projects	23,137	451,146	474,283
Other trading activities	339,862	9,726	349,588
Investment income	2,756	-	2,756
Total	426,521	1,027,135	1,453,656

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted fund £	Total funds £
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	3,573	-	3,573
	3,573	-	3,573
Charitable activities			
Childcare	148,310	537,752	686,062
Family support projects	229,411	481,951	711,362
Total	381,294	1,019,703	1,400,997
Net gains/(losses) on investments	(9,200)	-	(9,200)
NET INCOME	36,027	7,432	43,459
RECONCILIATION OF FUNDS			
Total funds brought forward	1,005,766	361,238	1,367,004
TOTAL FUNDS CARRIED FORWARD	1,041,793	368,670	1,410,463

continued...

14. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
Cost			
At 1 April 2020	902,360	587,983	63,468
Additions	-	-	-
At 31 March 2021	902,360	587,983	63,468
Depreciation			
At 1 April 2020	422,596	44,012	63,468
Charge for year	7,050	9,671	-
At 31 March 2021	429,646	53,683	63,468
Net book value			
At 31 March 2021	472,714	534,300	-
At 31 March 2020	479,764	543,971	-

	Motor vehicles £	Computer equipment £	Totals £
Cost			
At 1 April 2020	22,724	22,225	1,598,760
Additions	-	9,758	9,758
At 31 March 2021	22,724	31,983	1,608,518
Depreciation			
At 1 April 2020	22,724	22,225	575,025
Charge for year	-	3,252	19,973
At 31 March 2021	22,724	25,477	594,998
Net book value			
At 31 March 2021	-	6,506	1,013,520
At 31 March 2020	-	-	1,023,735

The freehold property consists of:-
66 London Road, St Leonards on Sea - which is mainly used for charitable purposes but also houses administrative offices.

continued...

14. TANGIBLE FIXED ASSETS - continued

St Leonards Childrens Centre is situated on the grounds of 66 London Road, St Leonards on Sea. The building and adjoining play area are also used for charitable purposes.

St Nick's Nursery & Training Centre
Nursery and training facility -
The St Nick's Nursery and Training Centre consists of a nursery and outdoor play area, adjacent to the nursery, on the grounds of 66 London Road, St Leonards on Sea.The building and play area are used solely for charitable purposes.

Other property:-
Robsack Community Centre, St Leonards on Sea -
The charitable company also manages the Robsack Community Centre which is leased from Hastings Borough Council at no cost and is used for charitable purposes. No rent is charged by the council and a notional rent of £37,500 is charged to the SoFA. An equal amount is shown in income as a donation.

Other fixed assets:-
Motor vehicles are used solely for charitable purposes.
Computers and office equipment are used for charitable and administrative purposes.

15. FIXED ASSET INVESTMENTS

	Listed investments £
Market value	
At 1 April 2020	**32,014**
Additions	**50,000**
Revaluations	**7,444**
At 31 March 2021	**89,458**
Net book value	
At 31 March 2021	**89,458**
At 31 March 2020	32,014

There were no investment assets outside the UK.

continued...

15. FIXED ASSET INVESTMENTS - continued

Cost or valuation at 31 March 2021 is represented by:

	Listed investments
	£
Valuation in 2020	(9,200)
Valuation in 2021	7,444
Cost	91,214
	89,458

The income, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2021	2020
	£	£
Financial assets measured at fair value through net income (Gain/(Loss)	7,443	(9,200)

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	54,018	59,695

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	14,568	19,037

continued...

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Other loans (see note 19)	**40,000**	40,000

It has come to the attention of FSN after the balance sheet date that it is unlikely that the Loan will ever need repaying. Further information will be known later in the year.

19. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	**40,000**	40,000

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	2021 Total funds	2020 Total funds
	£	£	£	£
Fixed assets	**789,178**	**224,342**	**1,013,520**	1,023,735
Investments	**89,458**	**-**	**89,458**	32,014
Current assets	**307,427**	**409,155**	**716,582**	413,751
Current liabilities	**(14,568)**	**-**	**(14,568)**	(19,037)
Long term liabilities	**(40,000)**	**-**	**(40,000)**	(40,000)
	1,131,495	**633,497**	**1,764,992**	1,410,463

continued...

21. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	97,613	101,287	(100,000)	98,900
Property fund	944,182	(11,587)	100,000	1,032,595
	1,041,795	89,700	-	1,131,495
Restricted funds				
Restricted	368,668	264,829	-	633,497
TOTAL FUNDS	1,410,463	354,529	-	1,764,992

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	287,300	(193,457)	7,444	101,287
Property fund	-	(11,587)	-	(11,587)
	287,300	(205,044)	7,444	89,700
Restricted funds				
Restricted	1,255,049	(990,220)	-	264,829
TOTAL FUNDS	1,542,349	(1,195,264)	7,444	354,529

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	50,000	47,613	97,613
Property fund	955,766	(11,584)	944,182
	1,005,766	36,029	1,041,795
Restricted funds			
Restricted	361,238	7,430	368,668
TOTAL FUNDS	1,367,004	43,459	1,410,463

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	426,522	(369,709)	(9,200)	47,613
Property fund	-	(11,584)	-	(11,584)
	426,522	(381,293)	(9,200)	36,029
Restricted funds				
Restricted	1,027,134	(1,019,704)	-	7,430
TOTAL FUNDS	1,453,656	(1,400,997)	(9,200)	43,459

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	50,000	148,900	(100,000)	98,900
Property fund	955,766	(23,171)	100,000	1,032,595
	1,005,766	125,729	-	1,131,495
Restricted funds				
Restricted	361,238	272,259	-	633,497
TOTAL FUNDS	1,367,004	397,988	-	1,764,992

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	713,822	(563,166)	(1,756)	148,900
Property fund	-	(23,171)	-	(23,171)
	713,822	(586,337)	(1,756)	125,729
Restricted funds				
Restricted	2,282,183	(2,009,924)	-	272,259
TOTAL FUNDS	2,996,005	(2,596,261)	(1,756)	397,988

continued...

21. MOVEMENT IN FUNDS - continued

Restricted funds	Balance at 1 April 2020	Income	Expenditure	Balance at 31 March 2021
ROVTE	27,743	60,205	(74,740)	13,208
Greenway Nursery	7,600	125,364	(125,592)	7,372
St Nicks Nursery	8,056	180,776	(181,004)	7,827
My Time	28,272	82,440	(77,031)	33,681
St Nicholas Centre	6,144	142,574	(144,306)	4,412
Robsack Centre	5,720	8,357	(15,090)	(1,013)
Dragonflies	69,638	115,083	(80,367)	104,354
Childcare Fund	1,322	62	-	1,384
Millennium Committee	15,486	-	-	15,486
Nursery Improvement Fund	198,687	-	(5,134)	193,553
Core	-	176,803	(94,070)	82,732
Little Common Nursery	-	28,582	(28,582)	-
Silverdale Nursery	-	150,210	(150,210)	-
Community Learning	-	11,991	(11,991)	-
Live Work Thrive	-	23,163	(20,615)	2,549
Working to Capacity	-	12,629	28,903	41,532
Youth	-	17,109	(6,996)	10,113
Capital account	-	119,702	(3,394)	116,308
Total	**368,668**	**1,255,409**	**(990,220)**	**633,497**

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Working to Capacity', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2021/22 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

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22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for it's employees. The amount recognised as an expense in the year was £14,556 (2020 - £11,810).

The defined contribution liability is allocated to unrestricted funds and Core activity.

23. RELATED PARTY DISCLOSURES

During the year one or more Trustees have made donations without conditions totalling £200 (2020: £110).

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies	**377,579**	107,662
Gifts and income from trusts	**99,110**	-
Government grants		
	476,689	107,662
Other trading activities	**203,589**	310,717
Project fees and rents	**26,202**	38,871
Other trading activities		
	229,791	349,588
Investment income	**519**	-
Dividends - equities	**1,727**	2,756
Interest - deposits		
	2,246	2,756
Charitable activities	**833,623**	993,650
Grants and contracts		
Total incoming resources	**1,542,349**	1,453,656
EXPENDITURE		
Raising donations and legacies	**16,589**	3,573
Administration Costs		
Charitable activities	**887,804**	930,316
Wages	**270,898**	449,994
Running expenses		
	1,158,702	1,380,310
Support costs		
Management	**16,721**	17,114
Improvements to property	**16,721**	17,114
Carried forward		

THE FELLOWSHIP OF ST NICHOLAS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Management		
Brought forward	**16,721**	17,114
Computer equipment	**3,252**	-
	19,973	17,114
Total resources expended	**1,195,264**	1,400,997
Net income	**347,085**	52,659