

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
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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).

THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

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.

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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.

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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.

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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

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" 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!"

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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:

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- 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".

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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

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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.

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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.

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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.

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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.

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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
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East Sussex
TN39 5ES

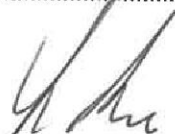
THE FELLOWSHIP OF ST NICHOLAS

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022**

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 12/19/2022 and signed on the board's behalf by:



.....
Ms T E Rose - Secretary

THE FELLOWSHIP OF ST NICHOLAS

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.

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

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.

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

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 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, 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**

		2022	2021
	Notes	£	£
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)
		677,585	702,014
NET CURRENT ASSETS			
		1,778,620	1,804,992
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)
		1,738,620	1,764,992
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
		1,738,620	1,764,992
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

THE FELLOWSHIP OF ST NICHOLAS

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	<u>(19,952)</u>	<u>368,266</u>
Net cash (used in)/provided by operating activities		<u>(19,952)</u>	<u>368,266</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(12,783)</u>	<u>(9,758)</u>
Purchase of fixed asset investments		<u>-</u>	<u>(50,000)</u>
Net cash used in investing activities		<u>(12,783)</u>	<u>(59,758)</u>
Change in cash and cash equivalents in the reporting period		<u>(32,735)</u>	<u>308,508</u>
Cash and cash equivalents at the beginning of the reporting period		<u>662,564</u>	<u>354,056</u>
Cash and cash equivalents at the end of the reporting period		<u><u>629,829</u></u>	<u><u>662,564</u></u>

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 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
	<u>662,564</u>	<u>(32,735)</u>	<u>629,829</u>
Debt			
Debts falling due after 1 year	(40,000)	-	(40,000)
	<u>(40,000)</u>	<u>-</u>	<u>(40,000)</u>
Total	<u>622,564</u>	<u>(32,735)</u>	<u>589,829</u>

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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.

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

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

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

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 raising 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.

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>316,356</u>	<u>476,689</u>

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

	2022	2021
	£	£
Other grants	<u>2,725</u>	<u>99,110</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Project fees and rents	303,940	203,589
Other trading activities	30,956	26,202
	<u>334,896</u>	<u>229,791</u>

4. INVESTMENT INCOME

	2022	2021
	£	£
Dividends - equities	225	519
Interest - deposits	4,557	1,727
	<u>4,782</u>	<u>2,246</u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

5. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021
	Activity	£	£
Grants and contracts	Childcare	384,160	443,377
Grants and contracts	Family support projects	<u>350,836</u>	<u>390,246</u>
		<u>734,996</u>	<u>833,623</u>
		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		<u>49,953</u>	<u>33,281</u>

6. RAISING DONATIONS AND LEGACIES

	2022	2021
	£	£
Administration Costs	<u>13,893</u>	<u>16,589</u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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
	<u>1,388,782</u>	<u>21,247</u>	<u>1,410,029</u>

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	<u>5,040</u>	<u>4,800</u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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
	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

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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
	<u>3,008</u>	<u>13,581</u>	<u>16,589</u>
Charitable activities			
Childcare	156,112	489,554	645,666
Family support projects	45,924	487,085	533,009
	<u>205,044</u>	<u>990,220</u>	<u>1,195,264</u>
Total			
Net gains on investments	7,444	-	7,444
	<u>89,700</u>	<u>264,829</u>	<u>354,529</u>
NET INCOME			
RECONCILIATION OF FUNDS			
Total funds brought forward	1,041,795	368,668	1,410,463
	<u>1,131,495</u>	<u>633,497</u>	<u>1,764,992</u>
TOTAL FUNDS CARRIED FORWARD			

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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.

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>95,978</u>
At 31 March 2022	
Net book value	
At 31 March 2022	<u>95,978</u>
	<u>89,458</u>
At 31 March 2021	

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
	<u>95,978</u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

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)
	<u>1,202,351</u>	<u>536,269</u>	<u>1,738,620</u>	<u>1,764,992</u>

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
	<u>1,131,495</u>	<u>70,856</u>	<u>-</u>	<u>1,202,351</u>
Restricted funds				
Restricted	633,497	(97,228)	-	536,269
	<u>1,764,992</u>	<u>(26,372)</u>	<u>-</u>	<u>1,738,620</u>

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)
	<u>355,424</u>	<u>(291,088)</u>	<u>6,520</u>	<u>70,856</u>
Restricted funds				
Restricted	1,035,606	(1,132,834)	-	(97,228)
	<u>1,391,030</u>	<u>(1,423,922)</u>	<u>6,520</u>	<u>(26,372)</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20	Net	Transfers	At
	£	movement	between	31.3.21
		in funds	funds	£
		£	£	
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	Gains and	Movement
	resources	expended	losses	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

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

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
	<u>1,041,795</u>	<u>160,556</u>	<u>-</u>	<u>1,202,351</u>
Restricted funds				
Restricted	368,668	167,601	-	536,269
	<u>368,668</u>	<u>167,601</u>	<u>-</u>	<u>536,269</u>
TOTAL FUNDS	<u>1,410,463</u>	<u>328,157</u>	<u>-</u>	<u>1,738,620</u>

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)
	<u>642,724</u>	<u>(496,132)</u>	<u>13,964</u>	<u>160,556</u>
Restricted funds				
Restricted	2,290,655	(2,123,054)	-	167,601
	<u>2,290,655</u>	<u>(2,123,054)</u>	<u>-</u>	<u>167,601</u>
TOTAL FUNDS	<u>2,933,379</u>	<u>(2,619,186)</u>	<u>13,964</u>	<u>328,157</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

21. MOVEMENT IN FUNDS - continued

	Balance at 1 April 2021	Income	Expenditure	Balance at 31 March 2022
Restricted funds				
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.

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022**

22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for its 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
	<u>316,356</u>	<u>476,689</u>
Other trading activities		
Project fees and rents	303,940	203,589
Other trading activities	30,956	26,202
	<u>334,896</u>	<u>229,791</u>
Investment income		
Dividends - equities	225	519
Interest - deposits	4,557	1,727
	<u>4,782</u>	<u>2,246</u>
Charitable activities		
Grants and contracts	734,996	833,623
Total incoming resources	<u>1,391,030</u>	<u>1,542,349</u>
EXPENDITURE		
Raising donations and legacies		
Administration Costs	13,893	16,589
Charitable activities		
Wages	976,039	887,804
Running expenses	412,743	270,898
	<u>1,388,782</u>	<u>1,158,702</u>
Support costs		
Management		
Depreciation on property	16,721	16,721
Carried forward	16,721	16,721

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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

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