

IMPACT INITIATIVES

England & Wales · Charity number 276669

Details

| | |
|----------------|--|
| Other names | PACT COMMUNITY PROJECTS LIMITED, PEOPLE AND CHURCHES TOGETHER (PACT) LIMITED, IMPACT INITIATIVES |
| Status | Registered |
| Legal form | Charitable company |
| Company number | 01402692 |
| Registered | 1979-04-30 |
| Register | View on the Charity Commission register |

Contact

| | |
|---------|--|
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| Email | info@impact-initiatives.org.uk |
| Website | www.impact-initiatives.org.uk |

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSE FOR THE BENEFIT OF PEOPLE IN ENGLAND, WITH A FOCUS ON THE SOUTH EAST, WITHOUT DISTINCTION OF SEX RACE OR OF POLITICAL RELIGIOUS OR OTHER CONVICTIONS BY ASSISTING THE WORK OF STATUTORY AUTHORITIES RELIGIOUS BODIES AND VOLUNTARY ORGANISATIONS ENGAGED IN THE ADVANCEMENT OF EDUCATION, PROTECTION OF HEALTH, RELIEF OF POVERTY OR SICKNESS, ADVANCEMENT OF RELIGION, THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR LEISURE-TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THE PERSONS FOR WHOM THE FACILITIES ARE INTENDED OR IN PURSUING OTHER CHARITABLE OBJECTS AND TO PROMOTE AND ORGANISE CO-OPERATION IN THE ACHIEVEMENT OF THE OBJECTS AND TO THAT END BRING TOGETHER IN THE PROJECT THE REPRESENTATIVES OF THE AUTHORITIES AND ORGANISATIONS ENGAGED IN THE FURTHERANCE OF SUCH PURPOSES WITHIN SUCH AREA.

Activities: Impact initiatives operates a range of user-focussed services which help maintain and develop independence, promote learning and support improved health and quality of life. Areas of work include

services for children and young people, older people, advocacy, vocational support and supported housing for young women.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** EAST SUSSEX, WEST SUSSEX, HAMPSHIRE AND THE ISLE OF WIGHT, SURREY, KENT, OXFORDSHIRE, BERKSHIRE AND BUCKINGHAMSHIRE AND IN PARTICULAR THE INHABITANTS OF BRIGHTON AND HOVE
- Brighton And Hove
- East Sussex
- West Sussex

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-03-31 | £3,421,557 | £3,428,317 | £570,621 | 106 |
| 2024-03-31 | £2,992,199 | £3,047,440 | £577,381 | 111 |
| 2023-03-31 | £2,666,805 | £2,722,180 | £632,622 | 101 |
| 2022-03-31 | £2,502,702 | £2,385,210 | £647,346 | 90 |
| 2021-03-31 | £2,476,443 | £2,387,113 | £529,854 | 104 |

Trustees

| Name | Role | Appointed |
|-----------------------------|-------|------------|
| NEIL DOUGLAS MOSCROP | Chair | |
| Brendan Ward | | 2023-02-07 |
| Emma Hamilton | | 2024-12-10 |
| Janice Robinson | | 2023-02-07 |
| Michael Abel | | 2024-06-08 |
| Nick Leavey | | 2023-02-07 |
| Simon Knight DL FRICS | | 2015-01-14 |
| Timothy Crowe | | 2026-05-19 |

IMPACT INITIATIVES

England & Wales - Charity number 276669

Accounts



Impact Initiatives

(A company limited by guarantee)

Annual Report and Financial Statements – 31 March 2025

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2025

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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-------------------------|--|
| TRUSTEES | Neil Moscrop (Chair) Mike Abel Fiona Albone Anne Mari Barker-Davies (resigned 25.02.25) Emma Hamilton (joined 10-12.24) Simon Knight DL Nick Leavey Maria Petnga-Wallace Janice Robinson Callum Waddell (resigned 15.04.2024) Brendan Ward |
| CHIEF EXECUTIVE OFFICER | Caroline Ridley |
| COMPANY SECRETARY | Kate MacDonald |
| REGISTERED OFFICE | 69 Ship Street Brighton BN1 1AE |
| STATUTORY AUDITORS | TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN |
| SOLICITORS | Mayo Wynne Baxter Solicitors 44-46 Old Steine Brighton BN2 1NH |
| MAIN BANKERS | Bank of Scotland First Floor 8 Lochside Avenue Edinburgh EH12 9DJ |
| CHARITY NUMBER | 276669 |
| COMPANY NUMBER | 01402692 |

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2025

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 2015).

CHAIR'S REPORT

Impact Initiatives has a long-standing aim of filling the gaps left by statutory services. We support people of all ages across Sussex whose needs are not being met elsewhere, offering them hope, practical help, and a voice when it's most needed.

Our proud track record goes back to 1978 when the charity was formed, initially as a bold community collaboration of churches, Sussex University, and local councils, united by a shared mission: to tackle homelessness, unemployment, and discrimination.

That spirit of collective action lives on in everything we do but our work as an independent charity has evolved and grown over the years to meet the challenges experienced by those in need of our well-regarded services to such good effect.

We provide practical, person-centred services through three core areas:

- **Children, Young People & Families**
- **Adults & Older People**
- **Training**

In 2024–25, we supported over **9,250 people** a slight decrease from last year, which is reflected in the increase in more intensive and more time-consuming work with young people.

We delivered on the aims of our three-year strategy, reviewed in January 2025 to ensure alignment with current needs. Highlights include:

- Winning the contract to continue leading the partnership and delivering the **Ageing Well** service
- Securing further funding for **Advocacy** and employment support in Brighton & Hove, based on our successful West Sussex model
- Expansion of our **Stopover** housing service in West Sussex
- Restructuring **Safeguarding Training** to ensure a scalable and sustainable service

We employed **105 staff** at year-end, of these 15 were in full-time positions, while 90 worked part-time. Our Central Team strengthened key organisational functions—from safeguarding and data protection to HR and recruitment—alongside deepening our commitment to equity, diversity and inclusion. Our fundraising efforts also gained momentum, bolstered by growing support from local businesses.

Like many in our sector, we rely on time-limited funding. This creates both risk and opportunity—prompting innovation, agility, and a strong track record of sustaining vital services. Our Board of

IMPACT INITIATIVES
(Limited By Guarantee)

TRUSTEES REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025

Trustees remains committed to protecting services wherever possible, including using reserves when necessary. Sadly, in September 2024, after exploring every option to sustain the service, we needed to make the considered decision to transfer our WASP After School Club to the school where it is based. Despite our best efforts, securing the level of funding needed to maintain the high standards we set had become unviable.

With strong partnerships, growing business engagement, and a trusted reputation, we look ahead with confidence, determined to keep making a difference where it matters most.



Neil Moscrop
Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefit of people in England, with a focus on the Southeast. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

We do this through:

Children, Young People and Families Services

We create safe, supportive spaces where children and young people can thrive. Whether it's through advice, counselling, or hands-on learning, we help them build the skills and confidence they need to shape brighter futures. From cooking and money management to managing relationships, anxiety and building self-worth, our services are tailored to real lives. For parents, we offer practical support, guidance, and essential items to help keep their children safe at home. Every service we offer brings stability, encouragement, and where needed a fresh start—often providing a vital pause from the pressures of everyday life. What makes this possible is the commitment and care of Impact's skilled staff, who listen, understand, and empower each young person to realise their potential.

Adults' and Older People's Services

Our services promote independence, connection, and empowerment for older people and adults with disabilities. We support individuals through training, advocacy, and tailored one-to-one and group work—enabling people to build confidence, gain skills, and live more fulfilled lives.

Our specialist employment and advocacy services help people be heard, secure meaningful work, and feel recognised for their strengths. In partnership with Brighton & Hove City Council, we also deliver a targeted service providing urgent food access for low-income individuals and families in crisis.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**TRUSTEES REPORT (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

Impact also leads the Ageing Well service across Brighton & Hove, which is recognised as a model of good practice by the Centre for Ageing Better. This is achieved through leading a partnership of nine partnership organisations. Together, we provide accessible information, social connections, activities, and food, supporting better health and wellbeing for older people across the city.

Training

Impact's training builds expertise and quality in service provision within the voluntary sector and beyond through;

- Providing standard and bespoke training in safeguarding both adults and children for other voluntary sector organisations.
- Supporting people with Autism and learning disabilities to provide lived experience training to local authorities, voluntary organisations and businesses

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children, young people and families

Stopover

The only supported housing service specifically for young women in Brighton & Hove and West Sussex, Stopover offers safe, inclusive spaces where young women can begin to rebuild their lives and move towards independence. Across eleven houses, we offer a clear pathway of support—from high to lower levels—tailored to individual needs, including specialist accommodation for young women with babies.

Young People's Centre (YPC)

A vibrant hub in Brighton & Hove, the YPC provides office and meeting space for both statutory and voluntary organisations working with young people. Our in-house Youth Work Team offers one-to-one and small group support focused on wellbeing and mental health, both at the centre and in community settings. The centre also hosts our online counselling and East Sussex youth work teams, enabling joined-up support across the region.

Safety Net

Supporting children aged 8–14 and their families, Safety Net helps young people feel safe at home, at school, and in their communities. Using the Protective Behaviours model, we deliver one-to-one, group, and whole-class sessions that build confidence, self-esteem, and emotional resilience. Children develop vital skills in assertive communication, managing conflict, and navigating life's challenges with greater self-assurance.

WASP (Whitehawk After School Project)

For many years, WASP has been a lifeline for children in one of the UK's most disadvantaged areas. After careful planning and in partnership with the school, we transferred the service to school leadership in September 2024. This strategic handover ensures long-term sustainability and continued support for local families, following years of financial backing from Impact.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT (*continued*) FOR THE YEAR ENDED 31 MARCH 2025

Home Safety

We help families with young children create safer living environments through practical advice and the provision of home safety equipment, giving parents the tools and confidence to protect their children at home.

Adults and older people

Advocacy Services – Our expert team support autistic adults and those with learning disabilities, acquired brain injury or sensory impairments to have their voice heard and listened to in matters affecting their lives. We do this through one-to-one advocacy on financial issues, and for people with learning disabilities who are going through childcare proceedings. We also support Self – Advocacy groups for autistic adults.

Ageing Well - Impact provides leadership and overall management of a partnership of ten organisations developing and delivering information, support, advice and activities across Brighton and Hove. We provide the Hop 50+ Cafe and a wide range of activities, two Single Points of Contact for enquiries regarding older people's services and support, (one specifically for people living with dementia), Outreach services, Nutrition advice and support and produce the annual Ageing Well Festival. We also provide links and into national initiatives relating to issues older people face, ensuring voices are listened to

Food Support - Developed to address needs arising during the Coronavirus pandemic but which have remained, we distribute funds, alongside support, to access food through delivery or other support services in Brighton and Hove.

Workability - Provides individualised one-to-one support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury to identify their skills and find and maintain the right employment for them, throughout this year this was delivered in Brighton and Hove and West Sussex.

Training

Lived Experience Trainers (Formally Aspie Trainers)

We support our trainers to develop skills and confidence as well as providing flexible, autism and learning disability friendly work. In turn, our trainers' sessions promote acceptance, empathy and good practice to services and individuals that support autistic people.

Safety Net training – Provides specialist in person and online training from introductory courses to specialist sessions for Safeguarding Leads, trustees and managers.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**TRUSTEES REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025**

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the Trustees and Senior Leadership Team undertook to:

- **Develop the Business Strategy**
By reviewing our strategy to ensure our priorities remain relevant for this year and aligned with the environment we are currently working in.
- **Preparation for Service Commissioning and maximise our potential for winning tenders.**
Through building on relationships with statutory and voluntary sector organisations and our reputation for innovation in service delivery.
- **Continue to explore ways of increasing our Unrestricted Reserves**
Through building on relationships developed with businesses who support our work and through ongoing development of our income generating services
- **Further develop our IT strategy**
Through ensuring we maximise efficiency and cyber security across all our work and we meet requirements in current contracts.

How the year compared to the plans and aspirations?

Throughout the year, we remained firmly focused on delivering the three-year strategy developed in 2023. A key part of this was strengthening our Central Support services to create a more effective and supportive hub for all teams.

We successfully developed a revised structure within our Children and Young People's Services and co-located teams, an approach that has fostered stronger collaboration and a more cohesive way of working.

Our commissioning preparations paid off, resulting in the successful renewal of the Workability West Sussex and Ageing Well contracts, which recognises our impact and credibility.

We also made significant progress in building relationships with businesses, which is now generating income and opening further opportunities to strengthen our free reserves. To support this, we restructured our training service into a more financially sustainable model and enhanced our Young People's Centre to create a more accessible, welcoming space for external organisations to use.

Meanwhile, our Central Team enhanced our cyber security and data protection frameworks, while expanding support around safeguarding processes—ensuring that our infrastructure continues to grow with the organisation's needs. Alongside this our Equity, Diversity and Inclusion Working Group further researched and advised on language to be used and accessibility of our website. Revision of relevant policies is now in progress.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT (*continued*) FOR THE YEAR ENDED 31 MARCH 2025

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's and Families services:

Enhanced Primary School Support: In addition to delivering their core work, the Safety Net team developed and distributed comprehensive Anti-Bullying Week resource packs to every primary school child in Brighton & Hove, amplifying preventative education city-wide.

Strategic Integration of Services: Successfully integrated The Wild Mind Project, previously an independent initiative—into our service portfolio, enhancing our holistic mental health and wellbeing offer.

Collaborative Youth Initiatives: Launched cross-organisational youth groups to better serve young people with intersectional needs, leveraging collective expertise and resources for greater impact.

Innovative Digital Expansion: Expanded the E-Motion platform to offer live, face-to-face online counselling, significantly improving accessibility to therapeutic support.

Growth in Supported Housing: Allocated a larger property to expand *Stopover's* mother and baby supported housing, meeting increased demand and improving accommodation quality.

Increased Regional Capacity: Secured an additional property for *Stopover West Sussex*, extending our supported housing provision to more young women across the region.

Improved Mental Health Pathways: Strengthened partnerships through targeted campaigning to mental health services, resulting in a dedicated liaison worker for young women admitted to hospital—ensuring more responsive and continuous care.

Adults and Older People

Long-Term Service Continuity: Successfully secured the Ageing Well contract for an additional 4–6 years, ensuring stability and continued support for older adults across Brighton and Hove.

Employment Support Expansion: Developed the West Sussex Workability Service through securing a new contract. This was alongside being awarded a one-year contract to deliver employment support services in Brighton & Hove, adapting our proven West Sussex model to meet local needs.

Empowering Autistic Voices: Secured three years of funding for the Brighton Autism Movement self-advocacy group, enabling continued co-production and leadership of the Autism Partnership Board.

Secured additional funding for advocacy services to develop the Money First service for people with a learning disability, acquired brain injury, a physical or sensory impairment and autistic people.

Advocacy Impact Recognised: The Parents Voice Advocacy service was independently evaluated by Social Finance, with the final report launched at the Houses of Parliament—highlighting a social return of £12 for every £1 invested.

Thought Leadership in Ageing: Ageing Well delivered a high-profile conference featuring nationally recognised speakers and attendees, showcasing innovation and sector leadership.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT *(continued)* FOR THE YEAR ENDED 31 MARCH 2025

Addressing Rising Need: Our Food Access service provided emergency food parcels to over 1,000 households—representing a 50% increase on the previous year and a vital response to growing community demand.

Training

Training Innovation and Expansion. Safety Net Training was successfully restructured into a more cost-effective delivery model, with the addition of a new Safeguarding Leads for Adults course to meet emerging sector demand.

Scaling Lived Experience Expertise: Secured additional funding to roll out lived experience training across Hampshire, expanding reach and embedding authentic voices in service development and delivery.

Central Support

Enhanced Digital Security: Secured Cyber Essentials accreditation, underscoring our commitment to high cyber security standards and data protection.

Improved Financial Oversight: Implemented effective budgeting practices, streamlined contract management including utilities and provided comprehensive management accounts.

Modernised Operations: Optimised HR processes and introduced AI-driven training and tools to boost administrative efficiency and support smarter working practices.

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

Enhanced Operational Capacity: Volunteers provided valuable administrative and report writing support, contributing to the smooth running of core services.

Enriched Wellbeing Activities: Volunteers actively supported the delivery of Wild Mind Project sessions, helping to create safe, engaging spaces for young people's mental health and connection with nature.

Empowered Young Residents: Volunteers delivered the Centrepoint Accredited Life Skills course to Stopover residents, equipping young women with essential tools for independent living.

Adults and older people:

Championing Rights and Inclusion: Volunteers provided dedicated advocacy for people with learning disabilities, ensuring their voices were heard and their rights upheld.

Bridging the Digital Divide: Delivered one-to-one technical support for older people, empowering them to stay connected and confident in using digital tools.

Shaping Services Through Lived Experience: Actively contributed as members of the Ageing Well Lived Experience Advisory Group, helping to inform and improve services through first-hand insight.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT (*continued*) FOR THE YEAR ENDED 31 MARCH 2025

Bringing the Community Together: Played a key role in developing and delivering engaging events for the Ageing Well Festival, fostering connection, creativity and celebration across the city's older population.

Other volunteer support

Informal volunteers and local businesses provided vital support across fundraising efforts—contributing to the design of marketing materials, event delivery, and income generation initiatives.

Our Trustees collectively contributed over 440 hours, actively participating in board and finance committee meetings, offering strategic support to the CEO, and engaging in external networking to raise the organisation's profile and attract new supporters.

FINANCIAL REVIEW

Income increased during the year to £3,421,557 from £2,992,199 in 2023/24. This increase can be mainly attributed to the expansion of our Lived Experience training programme, higher rentals being received in the Stopover properties along with the opening of another new house in Worthing at the end of the year and a generous legacy being received into the HOP café.

At the beginning of the 2024/25 year a deficit of £41,674 was forecast. The actual result was a deficit of £6,760. The improvement during the year was a combination of additional grant income and reduced payroll costs in some of the services, however these were counteracted by reduced income and increased payroll costs in others. There is no single factor that can be held specifically accountable.

For 2025/26 a small deficit of £4,986 has been budgeted, based on confirmed income at the beginning of the year and a prudent budget for expenditure. This was achieved following the revision of services along with some restructuring which was required to cover the increased financial pressures that Impact are now facing, which included an approximate £50k increase in the National Insurance contributions for 25/26. However, at the date of this audit report, a surplus is expected following some additional funding that has been awarded and a further payment relating to a legacy.

The charity remains active in its search for new funding and will consider working with partners without compromising its financial integrity. Rigorous cost control remains in place in all of our projects.

We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives of Impact Initiatives whilst supporting those of the city, district and county councils and trusts.

Policy on reserves and reserves held

During the year the Trustees have continued to adopt the reserves policy agreed in the previous financial year. This is based on risk identification, identifying existing funds and reviewing the surplus/deficits expected for the following 3 years. These are then reviewed in line with the extent that these income streams are reliable and controllable, and the potential risks of losing a service and associated costs are added to these figures. These are presented quarterly at the Trustees meetings and the level of reserves required determined at each meeting. The reserves policy is reviewed annually and is an integral part of the planning, budgeting and forecasting cycle.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT *(continued)* FOR THE YEAR ENDED 31 MARCH 2025

At the end of the financial year the level of reserves required using this method was £298,291 and so the organisation is operating within the policy guidelines.

At the end of the year the free reserves, as defined by the Charity Commission, were £265,124. This figure is derived from the General unrestricted funds of £449,720 plus the mortgage on the property of £368,188, less the net book value of our assets, £552,784.

The strategy has been to build reserves by building unrestricted income through diversifying our income streams and fundraising along with making costs savings where possible. However, cost of living issues and utilities increases have made this more difficult than planned. The recruitment of a business development manager was key in addressing this issue and is still a priority going forward.

Going concern and cash flow

There is a smaller deficit this year than was originally expected and, whilst a small deficit budget was also set for 2025/26, steps have already been taken and funding opportunities are continually being sought with the result that this has already been transformed into a surplus. The Trustees are confident that the result will continue to improve as the year progresses.

Going concern has been reviewed in detail in light of the uncertainty relating to the cost of living crisis. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the Trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The Trustees expect liabilities to be met as they arise. The position is reviewed on a month-by-month basis, and should this situation change, then the Trustees would take the appropriate steps. The Trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in our existing services alongside new projects.

Throughout 2025-2026 we will:

Maximise Use of the Young People's Centre:

Continue with planned renovations to enhance the building's functionality, enabling us to host more partner organisations and foster greater cross-sector collaboration.

Prepare for Supported Housing Commissioning in West Sussex:

Strengthen our position by maintaining a strong Ofsted record, leveraging our reputation, and deepening strategic relationships across the region.

Increase Unrestricted Reserves:

Pursue new opportunities to grow unrestricted income by building on partnerships with supportive businesses and expanding income-generating services.

IMPACT INITIATIVES **(Limited By Guarantee)**

TRUSTEES REPORT *(continued)* **FOR THE YEAR ENDED 31 MARCH 2025**

Engage with Sussex Devolution Planning:

Ensure active participation in key networks to amplify the voices of our organisation, service users, and the wider VCSE sector during the devolution process.

Strengthen Cross-Sector Collaboration:

Deepen relationships with other sector organisations, building on existing Contract Leads collaboration to prepare for future NHS (ICB) commissioning and drive innovation in mental health support for children and young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Senior Leadership Team (SLT) conduct the day-to-day business of the charity, reporting quarterly to the Trustees. Several Trustees assist the SLT either directly or through both long- and short-term working groups.

The Central team provides back-office infrastructure support and management, ensuring our services deliver frontline support effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration, marketing and fundraising. This is a cost-effective way of the services having consistent professional support and enables them to focus on the service provision.

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of Trustees is ultimately responsible for the organisation. Good governance demands that the Trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The Board of Trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of Trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee.

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**TRUSTEES REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025**

The Trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The Trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee, which all Trustees are invited to attend, meets as required. In addition, the chair meets regularly with the CEO.

The Trustees set out on page 1 have held office during the whole period from 1 April 2024 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the Trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All Trustees are members.

Recruitment, induction and training of Trustees

Impact Initiatives Equity, Diversity and Inclusion policy applies to the recruitment of Trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In these circumstances' individuals with appropriate skills or background would be approached directly. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become Trustees. New Trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the year. All are encouraged to attend the briefing by the Finance Manager and auditors and adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board by the CEO each six months or more often as required. Where risks are identified, a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

IMPACT INITIATIVES (Limited By Guarantee)

TRUSTEES REPORT *(continued)* FOR THE YEAR ENDED 31 MARCH 2025

The Trustees' risk management strategy comprises of the following:

- A six-monthly review of the risks to the charity via the live Risk Register.
- The establishment of systems and procedures that will mitigate risks identified in the review.
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery plans for all aspects of the organisation are reviewed at least annually, and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Contracted HR and Health and Safety expertise to oversee all aspects of these areas.
- Impact Initiatives continues to invest in health and safety training and has contractor's Health and Safety scheme (CHAS) accreditation for the whole organisation.

The Trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

Pay policy for senior staff

The board of directors, who are the charity's Trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings in the local voluntary sector.

Statement of Trustees responsibilities

The law applicable to charitable companies in England and Wales requires the Trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently,
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and,
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**TRUSTEES REPORT (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

Auditors

A resolution to reappoint TC Group will be considered at the forthcoming Annual General Meeting.

Public Benefit statement

The Trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 21st October 2025 and signed on their behalf by Neil Moscrop as chair.



N Moscrop
Chair

IMPACT INITIATIVES
(Limited By Guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IMPACT INITIATIVES

We have audited the financial statements of Impact Initiatives (the 'charitable company') for the year ended 31 March 2025. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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 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 the requirements of the Companies Act 2006; and
- have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

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's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable incorporated organisation 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 incorporated organisation'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 Trustees' 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.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**AUDITORS REPORT
FOR THE YEAR ENDED 31 MARCH 2025**

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.

Opinions on other matters 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 Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has 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 charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which 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 Trustees' responsibilities statement, 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 charitable incorporated organisation'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 incorporated organisation or to cease operations, or have no realistic alternative but to do so.

IMPACT INITIATIVES
(Limited by Guarantee)

AUDITORS REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the Trustees and other management (as required by auditing standards), and discussed with the Trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;

**IMPACT INITIATIVES
(Limited by Guarantee)**

**AUDITORS REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025**

- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those procedures and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, 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 charitable company's members 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

T.C Group

Mark Cummins FCCA (Senior Statutory Auditor)

For and on behalf of TC Group

Statutory Auditors

Office: Steyning

Dated: *10 November 2025*

IMPACT INITIATIVES
(Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2025

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2025 £ | Total Funds 2024 £ |
|--|-----------|----------------------------|--------------------------|--------------------------|--------------------------|
| INCOME from: | | | | | |
| Voluntary income | 4 | 22,987 | 238,296 | 261,283 | 222,659 |
| Activities for raising funds | 5 | 364,138 | 25,519 | 389,657 | 259,171 |
| Charitable activities | 6 | 2,632,629 | 128,877 | 2,761,506 | 2,503,133 |
| Investment Income | | <u>9,111</u> | <u>-</u> | <u>9,111</u> | <u>7,236</u> |
| Total income | | <u>3,028,865</u> | <u>392,692</u> | <u>3,421,557</u> | <u>2,992,199</u> |
| EXPENDITURE on: | | | | | |
| Raising funds | 7 | 46,304 | - | 46,304 | 49,239 |
| Charitable activities | | <u>3,013,415</u> | <u>368,598</u> | <u>3,382,013</u> | <u>2,998,201</u> |
| Total expenditure | | <u>3,059,719</u> | <u>368,598</u> | <u>3,428,317</u> | <u>3,047,440</u> |
| Net income/(expenditure) and net movement in funds for the year | | (30,854) | 24,094 | (6,760) | (55,241) |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | <u>480,574</u> | <u>96,807</u> | <u>577,381</u> | <u>632,622</u> |
| Total funds carried forward | 20 | <u>449,720</u> | <u>120,901</u> | <u>570,621</u> | <u>577,381</u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

**IMPACT INITIATIVES
(Limited by Guarantee)**

**BALANCE SHEET
AS AT 31 MARCH 2025**

| | Notes | 2025 | 2024 |
|-------------------------------------|-------|------------------|------------------|
| | | £ | £ |
| FIXED ASSETS | | | |
| Tangible assets | 15 | 552,784 | 560,388 |
| CURRENT ASSETS | | | |
| Debtors | 16 | 257,232 | 75,789 |
| Cash at bank | | <u>400,775</u> | <u>441,096</u> |
| | | 658,007 | 516,885 |
| CREDITORS | | | |
| Amounts falling due within one year | 17 | <u>(282,211)</u> | <u>(131,608)</u> |
| NET CURRENT ASSETS | | <u>375,796</u> | <u>385,277</u> |
| TOTAL ASSETS | | 928,580 | 945,665 |
| CREDITORS | | | |
| Amounts falling due after one year | 18 | <u>(357,959)</u> | <u>(368,284)</u> |
| NET ASSETS | | <u>570,621</u> | <u>577,381</u> |
| The funds of the charity: | | | |
| Unrestricted income funds | 20 | 449,720 | 480,574 |
| Restricted income funds | 20 | <u>120,901</u> | <u>96,807</u> |
| Total charity funds | | <u>570,621</u> | <u>577,381</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 22-35 form part of these accounts.

Approved by the Trustees on 21st October 2025 and signed on their behalf by;



N. Moscrop
Chair
Company number 01402692

IMPACT INITIATIVES
(Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

| | Notes | 2025 | 2024 | | |
|---|-----------|------------------------|------------------------|-----------------------|-----------------------|
| | | £ | £ | | |
| Net cash inflow/(outflow) from operating activities | 24 | <u>979</u> | <u>(25,829)</u> | | |
| Cash flows from investing activities | | | | | |
| Capital expenditure | 15 | (14,539) | (8,156) | | |
| Interest income | | 9,111 | 7,236 | | |
| Interest Paid | | <u>(26,168)</u> | <u>(26,987)</u> | | |
| Net cash provided by/ (used in) investing activities | | <u>(31,596)</u> | <u>(27,907)</u> | | |
| Cash flows from financing activities | | | | | |
| Mortgage repayments | | <u>(9,704)</u> | <u>(8,886)</u> | | |
| Net cash provided by/ (used in) financing activities | | <u>(9,704)</u> | <u>(8,886)</u> | | |
| Change in cash and cash equivalents in the year | | <u>(40,321)</u> | <u>(62,622)</u> | | |
| Cash and cash equivalents at the beginning of the year | | <u>441,096</u> | <u>503,718</u> | | |
| Cash and cash equivalents at the end of the year | | <u>400,775</u> | <u>441,096</u> | | |
| Analysis of cash and cash equivalents | | At 1 April 2024 £ | Cash flow £ | Non-cash changes £ | At 31 March 2025 £ |
| Cash at bank and in hand | | <u>441,096</u> | <u>(40,321)</u> | <u>-</u> | <u>400,775</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| Asset Category | Annual rate |
|-----------------------|--------------------|
| Freehold property | 2% |
| Fixtures & Fittings | 15% |
| Motor vehicles | 10% |
| Bike2Work | 33% |

i) Operating leases

Rental costs under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

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

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2025, the membership was 11 (2024 - 20).

The Charity is under the control of the Trustees.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025**

4 VOLUNTARY INCOME

| | Unrestricted | Restricted | 2025 Total | 2024 Total |
|---------------|---------------------|-------------------|-------------------|-------------------|
| | £ | £ | funds | funds |
| | | | £ | £ |
| Donations | 2,987 | 50,948 | 53,935 | 45,255 |
| Grants | - | 187,248 | 187,248 | 172,404 |
| Legacy Income | <u>20,000</u> | <u>100</u> | <u>20,100</u> | <u>5,000</u> |
| | <u>22,987</u> | <u>238,296</u> | <u>261,283</u> | <u>222,659</u> |

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

| | Unrestricted | Restricted | 2025 | 2024 |
|-----------------------------|---------------------|-------------------|----------------|----------------|
| | £ | £ | Total | Total |
| | | | funds | funds |
| | | | £ | £ |
| Accommodation and room hire | 51,353 | - | 51,353 | 58,804 |
| Fees for services | 247,008 | 25,519 | 272,527 | 131,441 |
| Catering receipts | <u>65,777</u> | <u>-</u> | <u>65,777</u> | <u>68,926</u> |
| | <u>364,138</u> | <u>25,519</u> | <u>389,657</u> | <u>259,171</u> |

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

6 INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted | Restricted | 2025 Total | 2024 Total |
|--|------------------|----------------|------------------|------------------|
| | £ | £ | £ | £ |
| West Sussex County Council - via Aldingbourne Trust | 113,959 | - | 113,959 | 167,175 |
| Brighton & Hove City Council | 1,089,264 | 77,518 | 1,166,782 | 920,138 |
| Brighton & Hove Food Partnership | - | 5,775 | 5,775 | - |
| Canterbury Christ Church University | - | - | - | 4,167 |
| Children in Need | 15,272 | 37,984 | 53,256 | 34,197 |
| East Sussex Fire & Rescue | - | - | - | 5,000 |
| London Leaning Consortium | - | - | - | (576) |
| Sussex Community Foundation NHS Trust | 79,092 | - | 79,092 | 79,092 |
| West Sussex County Council | - | - | - | 143,373 |
| NHS Sussex ICB | 81,350 | - | 81,350 | - |
| NHS East Sussex CCG | 45,620 | - | 45,620 | 76,350 |
| Brighton and Hove City Council - via Pohwer | 48,960 | - | 48,960 | 48,960 |
| University of Brighton | - | - | - | 2,000 |
| University of Sussex | 3,600 | - | 3,600 | 3,625 |
| Housing Support | 156,498 | - | 156,498 | 132,338 |
| Rent and amenities | 986,661 | - | 986,661 | 875,493 |
| Client contributions | 4,904 | - | 4,904 | 11,801 |
| Other | 7,449 | 7,600 | 7,449 | - |
| | <u>2,632,629</u> | <u>128,877</u> | <u>2,761,506</u> | <u>2,503,133</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

| | Staff Costs | Depreciation | Other Costs | 2025 Total | 2024 Total |
|---------------------------------|------------------------|---------------------|------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ |
| Costs of raising funds | | | | | |
| Voluntary income | - | - | 15,232 | 15,232 | 21,758 |
| Support costs | 3,529 | - | 1,107 | 4,636 | 6,616 |
| Financing Costs | - | - | 26,168 | 26,168 | 26,987 |
| Fundraising trading | - | - | 268 | 268 | 494 |
| Total costs of generating funds | <u>3,529</u> | <u>-</u> | <u>42,775</u> | <u>46,304</u> | <u>55,855</u> |
| Charitable activities | | | | | |
| Activities undertaken directly | 1,517,962 | 6,991 | 856,509 | 2,381,462 | 2,175,146 |
| Payments to partners | - | - | 610,424 | 610,424 | 403,038 |
| Support costs | <u>286,759</u> | <u>15,152</u> | <u>74,797</u> | <u>376,708</u> | <u>402,792</u> |
| Total charitable activities | <u>1,804,721</u> | <u>22,143</u> | <u>1,541,730</u> | <u>3,368,594</u> | <u>2,980,976</u> |
| Governance costs | <u>-</u> | <u>-</u> | <u>13,419</u> | <u>13,419</u> | <u>10,609</u> |
| Total resources expended | <u>1,808,250</u> | <u>22,143</u> | <u>1,597,924</u> | <u>3,428,317</u> | <u>3,047,440</u> |

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relate to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

| | Cost of raising funds | Charitable activities | Governance costs | 2025 Total | 2024 Total |
|---------------------------|--------------------------------------|----------------------------------|-----------------------------|-----------------------|-------------------|
| | £ | £ | £ | £ | £ |
| Human resources | 3,529 | 285,625 | 1,134 | 290,288 | 307,455 |
| Establishment costs | 564 | 45,710 | 182 | 46,456 | 47,952 |
| Office and administration | <u>543</u> | <u>43,883</u> | <u>174</u> | <u>44,600</u> | <u>54,001</u> |
| | <u>4,636</u> | <u>375,218</u> | <u>1,490</u> | <u>381,344</u> | <u>409,408</u> |

All support costs are based on a project by project management review of estimated usage of central staff time.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025**

9 NET INCOME/(EXPENDITURE) FOR THE YEAR

| | 2025 | 2024 |
|--|----------------|----------------|
| | £ | £ |
| This is stated after charging: | | |
| Depreciation of tangible fixed assets | 22,143 | 20,646 |
| Auditors' remuneration – audit fees | 13,419 | 10,609 |
| Amounts payable under operating leases, land and buildings | <u>341,451</u> | <u>318,827</u> |

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

| | 2025 | 2024 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Salaries | 1,643,399 | 1,573,915 |
| Social security costs | 131,577 | 120,457 |
| Pension contributions | <u>33,274</u> | <u>31,817</u> |
| | <u>1,808,250</u> | <u>1,726,189</u> |

One employee received remuneration in the banding of £70,000 to £80,000 (2024 – 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £91,106 (2024 - £83,054). The total employers pension contributions were £1,321 (2024 - £1,321).

During the year there were no payments made in regards to the termination of employment (2024 - £21,853).

None of the Trustees received remuneration from the charity during the year (2024 – £nil). A total of £nil was paid to Trustees during the year as reimbursement of travel expenses (2024 – £475). No amounts were due to or from the Trustees at the balance sheet date (2024 - £nil).

11 STAFF NUMBERS

The average monthly head count was 106 staff (2024 - 111 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

| | 2025 | 2024 |
|----------------|---------------|---------------|
| | Number | Number |
| Administration | 7 | 6 |
| Project staff | <u>50</u> | <u>46</u> |
| | <u>57</u> | <u>52</u> |

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £12,008 (2024 - £12,008).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025

12 RELATED PARTY TRANSACTIONS

Apart from the Trustee expenses, mentioned in note 10, there were no other related party transactions during the year to report.

13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010.

15 TANGIBLE FIXED ASSETS

| | Freehold Property £ | Motor Vehicles £ | Fixtures & Fittings £ | Bike 2 Work £ | Totals £ |
|---------------------------------|---------------------------|------------------------|-----------------------------|---------------------|----------------|
| COST | | | | | |
| At April 1 2024 | 757,601 | 41,012 | 2,587 | 1,853 | 803,053 |
| Additions | - | - | 14,539 | - | 14,539 |
| At 31 March 2025 | <u>757,601</u> | <u>41,012</u> | <u>17,126</u> | <u>1,853</u> | <u>817,592</u> |
| ACCUMULATED DEPRECIATION | | | | | |
| At April 1 2024 | 220,470 | 20,505 | 388 | 1,302 | 242,665 |
| Charge for year | 15,152 | 4,101 | 2,569 | 321 | 22,143 |
| At 31 March 2025 | <u>235,622</u> | <u>24,606</u> | <u>2,957</u> | <u>1,623</u> | <u>264,808</u> |
| NET BOOK VALUES | | | | | |
| At 31 March 2025 | <u>521,979</u> | <u>16,406</u> | <u>14,169</u> | <u>230</u> | <u>552,784</u> |
| At 31 March 2024 | <u>537,131</u> | <u>20,507</u> | <u>2,199</u> | <u>551</u> | <u>560,388</u> |

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

16 DEBTORS

| | 2025 | 2024 |
|----------------|----------------|---------------|
| | £ | £ |
| Trade debtors | 140,617 | 35,679 |
| Other debtors | 72,585 | 4,113 |
| Prepayments | 19,950 | - |
| Accrued Income | <u>24,080</u> | <u>35,997</u> |
| | <u>257,232</u> | <u>75,789</u> |

17 CREDITORS: Amounts falling due within one year

| | 2025 | 2024 |
|--|----------------|----------------|
| | £ | £ |
| Deferred income and accruals (see note 19) | 138,188 | 52,247 |
| Trade Creditors | 82,397 | 29,892 |
| Other creditors | 14,086 | 7,044 |
| VAT | 6,790 | 6,816 |
| Mortgage | 10,229 | 9,608 |
| Income tax and social security payments | <u>30,521</u> | <u>26,001</u> |
| | <u>282,211</u> | <u>131,608</u> |

18 CREDITORS: Amounts falling due after one year

| | 2025 | 2024 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Mortgage – repayable within: | | |
| 1 to 2 years | 10,974 | 10,229 |
| 2 to 5 years | 44,292 | 38,853 |
| Over 5 years | <u>302,693</u> | <u>319,202</u> |
| | <u>357,959</u> | <u>368,284</u> |

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

| | £ |
|----------------------------------|---------------|
| Deferred income at 1 April 2024 | 15,272 |
| Released in the year | (15,272) |
| Deferred in the year | <u>98,400</u> |
| Deferred income at 31 March 2025 | <u>98,400</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025

20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

| | Balance at 1 April 2024 | Incoming Resources | Outgoing Project Costs | Support Costs | Transfers | Balance at 31st March 2025 |
|------------------------------|-------------------------------|-----------------------|------------------------------|------------------|-----------------|-------------------------------------|
| | £ | £ | £ | £ | £ | £ |
| General fund | 441,904 | 60,517 | (438,041) | 367,361 | (140) | 431,601 |
| Hop50+ | - | 343,508 | (303,075) | (48,402) | 7,969 | - |
| Ageing Well | - | 786,797 | (745,914) | (26,285) | (14,598) | - |
| Food Access | - | 40,000 | (35,485) | (5,217) | 702 | - |
| Advocacy | - | 21,568 | (5,186) | (16,225) | (157) | - |
| Advocacy Brighton | - | 48,960 | (53,775) | (5,380) | 10,195 | - |
| Lived Experience Trainers | - | 108,256 | (101,085) | (10,164) | 2,993 | - |
| Workability West Sussex | - | 120,163 | (113,760) | (11,386) | 4,983 | - |
| Wasp | - | 5,900 | (22,360) | (5,304) | 21,764 | - |
| YPC Property | - | 41,476 | (19,865) | (7,560) | (14,051) | - |
| CYP | - | 101,181 | (115,421) | (16,438) | 30,678 | - |
| Safety Net | - | 69,581 | (76,434) | (11,085) | 17,938 | - |
| Emotion | - | 76,350 | (48,854) | (8,977) | (18,519) | - |
| Home Safety | - | 33,000 | (27,604) | (4,146) | (1,250) | - |
| Stopover | - | <u>1,171,608</u> | <u>(932,309)</u> | <u>(190,792)</u> | <u>(48,507)</u> | - |
| | <u>441,904</u> | <u>3,028,865</u> | <u>(3,039,168)</u> | - | - | <u>431,601</u> |
| Designated funds | | | | | | |
| IT Replacement fund | 23,700 | - | (6,804) | - | - | 16,896 |
| Dilapidation fund | <u>14,970</u> | - | <u>(13,747)</u> | - | - | <u>1,223</u> |
| | <u>480,574</u> | <u>3,028,865</u> | <u>(3,059,719)</u> | - | - | <u>449,720</u> |

The General fund is funded by income from the charity's projects. The Trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025**

20 ANALYSIS OF CHARITABLE FUNDS – continued

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

Analysis of movements in restricted funds

| | Balance at 1st April 2024 | Incoming Re-resources | Outgoing Project Costs | Balance at 31 st March 2025 |
|-------------------------------|------------------------------|--------------------------|------------------------------|--|
| | £ | £ | £ | £ |
| Hop50+ | 12,132 | 22,720 | (19,605) | 15,247 |
| Ageing Well | - | 200 | (200) | - |
| Day Centre Fund | 27,104 | - | (4,101) | 23,003 |
| Advocacy | 28,600 | 133,119 | (129,115) | 32,604 |
| Advocacy Brighton | - | 24 | (24) | - |
| Lived Experience Trainers | - | 550 | (550) | - |
| Wasp | - | 13,000 | (13,000) | - |
| Safety Net | - | 25,242 | (15,942) | 9,300 |
| CYP | 998 | 63,711 | (61,109) | 3,600 |
| Emotion | - | 25,955 | (25,955) | - |
| YPC | - | 5,870 | (5,870) | - |
| YPC Restoration Fund | 19,560 | - | (19,560) | - |
| YPC Shared Prosperity Fund | - | 9,182 | (5,104) | 4,078 |
| Workability | - | 98 | (98) | - |
| Workability Brighton | - | 49,222 | (20,153) | 29,069 |
| Food Access | 7,413 | 19,114 | (26,527) | - |
| Home Safety | - | 35 | (35) | - |
| Stopover | <u>1,000</u> | <u>24,650</u> | <u>(21,650)</u> | <u>4,000</u> |
| | <u>96,807</u> | <u>392,692</u> | <u>(368,598)</u> | <u>120,901</u> |

Restricted funds are funds that can only be used for specific purposes within a particular service.

- HOP 50+ balance is made up of specific fundraising for refurbishment at the HOP 50+ Café and centre.
- The Day Centre Fund is minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.
- Advocacy includes 2 grants from the Henry Smith Foundation.
- The Wasp restricted fund consisted of a grant from Children in Need.
- The CYP includes funds received from the Blaggrave Trust along with a number of other sources.
- Safety Net comprises funds received from BBC Children in Need along with other sources.
- Emotion also comprises funds from BBC Children in Need

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2025

20 ANALYSIS OF CHARITABLE FUNDS – continued

- YPC income comprises income from Active Sussex and the Blagrave trust during the year.
- The YPC Restoration Fund is a grant from the Youth Investment Fund to fund work on the building.
- The YPC Shared Prosperity Fund is also funding works to the building.
- Workability Brighton comprises funds from Brighton and Hove Council via the Shared Prosperity Fund.
- Food Access is Household Support Funding from Brighton and Hove City Council for the service to distribute as food vouchers across the city.
- Stopover comprises grant income from the Ambergate Charitable Trust for a support worker, funding from Centrepont and some donations.

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| Fund balances at 31 March 2025 are represented by: | Unrestricted Funds | Restricted Funds | 2025 Total |
|---|---------------------------|-------------------------|-------------------|
| | £ | £ | £ |
| Tangible fixed assets | 536,378 | 16,406 | 552,784 |
| Net current assets/(liabilities) | <u>(86,658)</u> | <u>104,495</u> | <u>17,837</u> |
| | <u>449,720</u> | <u>120,901</u> | <u>570,621</u> |
| | | | |
| Fund balances at 31 March 2024 are represented by: | Unrestricted Funds | Restricted Funds | 2024 Total |
| | £ | £ | £ |
| Tangible fixed assets | 539,881 | 20,507 | 560,388 |
| Net current assets/(liabilities) | <u>(59,307)</u> | <u>76,300</u> | <u>16,993</u> |
| | <u>480,574</u> | <u>96,807</u> | <u>577,381</u> |

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2025, the charity was committed to making the following payments:

| | 2025 | 2024 |
|--------------------------------|---------------|---------------|
| | £ | £ |
| Operating leases which expire: | | |
| Within one year | 12,526 | 16,746 |
| Between 2 and 5 years | <u>3,131</u> | <u>16,746</u> |
| | <u>15,657</u> | <u>33,492</u> |

The charity has rental commitments on ten houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025**

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £nil (2024 - £6,704). Contributions paid during the year amounted to £86,846 (2024 - £82,854)

**24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM
OPERATING ACTIVITIES**

| | 2025 | 2024 |
|--|---------------|-----------------|
| | £ | £ |
| Net movement in funds | (6,760) | (55,241) |
| Add back depreciation charge | 22,143 | 20,646 |
| Deduct interest income shown in investing activities | (9,111) | (7,236) |
| (Increase)/decrease in debtors | (181,443) | 33,786 |
| Increase/(decrease) in creditors | 149,982 | (44,771) |
| Finance cost | <u>26,168</u> | <u>26,987</u> |
| Net cash used in operating activities | <u>979</u> | <u>(25,829)</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

| | Note s | Unrestricted £ | Restricted £ | 2024 Total Funds £ |
|---|-----------|-------------------------|-----------------------|--------------------------|
| INCOME from: | | | | |
| Voluntary income | 4 | 25,506 | 197,153 | 222,659 |
| Activities for raising funds | 5 | 259,171 | - | 259,171 |
| Charitable activities | 6 | 2,394,222 | 108,911 | 2,503,133 |
| Investment Income | | 7,236 | - | 7,236 |
| Other Income | | - | - | - |
| Total income | | <u>2,686,135</u> | <u>306,064</u> | <u>2,992,199</u> |
| EXPENDITURE on: | | | | |
| Raising funds | 7 | 49,239 | - | 49,239 |
| Charitable activities | | <u>2,698,311</u> | <u>299,890</u> | <u>2,998,201</u> |
| Total expenditure | | <u>2,747,550</u> | <u>299,890</u> | <u>3,047,440</u> |
| Net income/(expenditure) and net movement in funds for the year | | (61,415) | 6,174 | (55,241) |
| Reconciliation of funds | | | | |
| Total funds brought forward | | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> |
| Total funds carried forward | 20 | <u>480,574</u> | <u>96,807</u> | <u>577,381</u> |

IMPACT INITIATIVES

England & Wales - Charity number 276669

Accounts



Impact Initiatives

(A company limited by guarantee)

Annual Report and Financial Statements – 31 March 2024

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2024

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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-------------------------|---|
| | |
| TRUSTEES | <p>Neil Moscrop (Chair) Anne Mari Barker-Davies Brendan Ward Callum Waddell (Resigned 15.04.24) Carly Bunker (Resigned 01.02.24) David Ely (Resigned 12.05.2023) Fiona Albone (Appointed 30.04.24) Janice Robinson Leo Jago (Resigned 22.04.24) Maria Petnga-Wallace (Appointed 30.04.24) Michael Abel (Appointed 21.06.2024) Nick Leavey Ron Jenkins (Resigned 17.10.23)</p> |
| | <p>Shuvarthi Bhattacharjee (Resigned 12.05.23) Simon Knight DL</p> |
| CHIEF EXECUTIVE OFFICER | Caroline Ridley |
| COMPANY SECRETARY | Emily Squires |
| REGISTERED OFFICE | <p>69 Ship Street Brighton BN1 1NL</p> |
| STATUTORY AUDITORS | <p>TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN</p> |
| SOLICITORS | <p>Mayo Wynne Baxter Mayo Wynne Baxter 44-46 Old Steine Brighton East Sussex BN1 1NH</p> |
| MAIN BANKERS | <p>Bank of Scotland First Floor 8 Lochside Avenue Edinburgh EH12 9DJ</p> |
| CHARITY NUMBER | 276669 |
| COMPANY NUMBER | 01402692 |

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2024 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 2015).

CHAIR'S REPORT

Impact Initiatives (Impact) was founded in Brighton in 1978 through an innovative partnership of churches, Sussex University and local councils coming together; this was a diverse collection of local groups and individuals who cared enough about community issues to act against the injustices they saw on their doorstep. They knew that resolving social issues Brighton and Hove communities were facing at the time including homelessness, unemployment and discrimination could be most effectively done through pooling their resources and skills. Our founders stood up for the people who did not have a voice or who simply were not being heard. The organisation has developed through that joint vision of supporting local people in need.

Impact Initiatives now works independently but the original remit of 'filling the gaps in statutory services' is as relevant today as it has always been.

Over the years Impact Initiatives has grown and evolved as an organisation, however what has never changed, is that we provide a voice, hope and change for Sussex people of all ages who are most in need. We recognise that it is possible for anyone to fall through the gaps, and we are determined to be there with the right support when this happens.

Through providing the right people at the right time, and through leading collaborative working to create and deliver, our services are all designed to bring people the support they need to live healthy and fulfilling lives.

The current services cover three overarching strategic work areas:

- Children, Young People and Families
- Adults and Older People
- Training

This year, we have worked with over 11,800 people, which is an impressive increase of 12% from last year. We developed our new three-year strategy through support from our business supporters Space Doctors. This builds on previous work with a focus on innovation in our work with children and young people and further development of our partnerships. We have had significant success in fundraising to re-develop our advocacy services following WSCC funding cuts and building on our support for autistic people, developed a new Self Advocacy group in Brighton and Hove

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report *(continued)* For the Year Ended 31 March 2024

At our year-end, our staff count stood at 113, 16 individuals were in full-time positions, while 97 worked part-time.

The Central Team structure implemented last year enabled us to develop the work in our strategy including around our IT infrastructure and use of technology to support our efficiency and effectiveness in data collection and security. It also supported the integration of our work with children and young people bringing teams together making transition between services seamless and increased sharing of skills between staff members.

A distinctive aspect of much of our work lies in its dependence on time-limited funding. While this presents risks in terms of competition for services when funding concludes, it also presents opportunities to bid for new work that aligns with our mission and allows for innovation in service development and delivery.

Our track record in sustaining services remains robust, with a particular emphasis on building our reserves to mitigate potential impacts of funding reductions. Given the interconnected nature of many of our services, changes in one area can have a ripple effect on others. The board of trustees views the loss of any of our services as a last resort, and as such, they have occasionally supported services from reserves in the short term while seeking alternative funding sources.

The resilience of the charity was fully tested through the unfortunate absence due to illness of our CEO for a significant amount of time. The temporary arrangements with people willingly acting up proved entirely successful and were very much appreciated with no detriment to the quality of the service provided throughout.

We remain confident that our ongoing efforts in expansion, collaborative partnerships with statutory and voluntary organisations, and engagement with local businesses, coupled with the continuous development of areas where we have earned a reputation to be exceptionally proud of, will ensure the continued success and prosperity of Impact Initiatives.

Lastly, we would wish to pay tribute to our longest serving trustee Leo Jago who sadly passed away last April. His outstanding commitment and experience was of tremendous value and he will be sorely missed



Neil Moscrop

Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefit of people in England, with a focus on the Southeast. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

IMPACT INITIATIVES (Limited By Guarantee)

**Trustees Report (continued)
For the Year Ended 31 March 2024**

We do this through:

Children, Young People and Families Services

We create and provide safe spaces for children and young people to live, learn and play. Children and young people can get advice, counselling and guidance, learn new skills such as cooking, managing money, develop strategies for managing anxiety and increasing their self-confidence and esteem. Parents of young children are provided with support, advice and equipment to help keep their children safe within their homes. The services are unique and innovative and often provide a break from extremely difficult lives. Impact's skilled staff truly listen and understand and so help create positive futures for children and young people.

Adults' and Older People's Services

Our services build independence, bring connections, empowerment and help for adults with disabilities and older people in Brighton and Hove and West Sussex.

We help people achieve this through training, advocacy, one-to-one and group support. We provide specialist employment support and advocacy services which help people to be heard, find secure employment, and feel valued for their skills. Through a partnership with Brighton and Hove City Council we also deliver a specialist service which helps people on a low income needing urgent access food for themselves and their families.

Impact Initiatives leadership of the City-wide Ageing Well service in Brighton and Hove (sub-contracting to nine other organisations) provides easy to access information, connections, activities and food, which collectively improve health and wellbeing.

Training

Impact's training builds expertise and quality in service provision within the voluntary sector and beyond through;

Providing standard and bespoke training in safeguarding both adults and children for other voluntary sector organisations.

Supporting people with Autism and learning disabilities to provide lived experience training to local authorities, voluntary organisations and businesses

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children, Young People and Families

Stopover – The only supported housing service specifically for young women in Brighton and Hove and West Sussex. We provide a safe place where young women can start to build their lives and work towards independence. Our model of providing a female only service across 10 houses provides a pathway from high to low level support, including for young women with babies.

WASP - (Whitehawk After School Project) An After-School Club in Whitehawk which is recognised as one of the UK's most deprived areas. We provide play opportunities, positive adult role models and promote active lifestyles and healthy eating.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

YPC - (Young People's Centre) Our centre provides office and meeting space for statutory and voluntary sector organisations who support young people in Brighton and Hove. Our own Youth Work Team also deliver one-to-one and small group support for young people needing support and advice around their wellbeing and mental health. In addition, our online counselling and youth work teams who work across East Sussex are also based at the YPC.

Safety Net - work with Brighton and Hove children aged 8-14 and their families to help children feel safe in their homes, school and neighbourhood. The service provides one to one, small group and whole class workshops to help children, build confidence, self-esteem and resilience. Safety Net helps children to improve their ability to communicate assertively, deal with conflict, and build emotional literacy and resilience, whilst also developing skills and strategies to manage life's challenges.

Home Safety – We provide advice and equipment to help families with young children to keep safe within their homes

Adults and older people

Advocacy Services – Our expert team support autistic adults and those with learning disabilities, acquired brain injury or sensory impairments to have their voice heard and listened to in matters affecting their lives. We do this through one-to-one advocacy, including for people with learning disabilities who are going through childcare proceedings and by supporting self-advocacy groups.

Ageing Well - Impact provides leadership and overall management of a partnership of ten organisations developing and delivering information, support, advice and activities across Brighton and Hove. We provide the Hop 50+ Cafe and a wide range of activities, two Single Points of Contact for enquiries regarding older people's services and support, (one specifically for people living with dementia), Outreach services, Nutrition advice and support and produce the annual Ageing Well Festival and links into national initiatives relating to issues older people face.

Food Support - Developed to address needs arising during the Coronavirus pandemic but which have remained, we distribute funds, alongside support, to access food through delivery or other support services.

Workability - Provides individualised one-to-one support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury to identify their skills and find and maintain the right employment for them.

Training

Aspie Trainers - We support the Aspie Trainers service which delivers bespoke autism training from a first-person perspective to businesses, schools and charities.

Safety Net training – Provides specialist training, both attended and online, from introductory courses to specialist sessions for Safeguarding Leads and managers. Our training offer also includes Online Safety, Mindfulness and Protective Behaviours.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**Trustees Report (*continued*)
For the Year Ended 31 March 2024**

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the Trustees and management undertook to:

- **Develop the Business Strategy**
Including increasing collaborative working and further review and development of our income generating services which support our core work.
- **Prepare for Service Commissioning**
Our objective was to position ourselves strategically to secure commissioned services successfully. This included strengthening our partnerships and alliances to ensure effective service delivery.
- **Continue to explore ways of increasing our Unrestricted Reserves**
To explore avenues for increasing our unrestricted reserves and seek out fundraising opportunities and donations while also reassessing our fee-based services to maximise revenue.
- **To continue to seek new opportunities and raise our profile**
To include involve proactive networking efforts and developing a new communications strategy.

How the year compared to the plans and aspirations?

Throughout the year, we remained focused on executing our business plan. We built on our collaborations with businesses, statutory and voluntary sector organisations which both raised our profile and financial opportunities. We developed our unrestricted income generation through diversifying our training offer and building alliances including running the Conscious Collective event through donations from local artists and makers.

As one of the chosen charities of the Mayor of Brighton and Hove we collaborated with three other organisations to deliver a range of fundraising events which also raised our profile across the city.

We were successful in the recommissioning for Stopover and Workability West Sussex and were awarded a further three years funding from Children in Need.

The investment of additional posts in the Central Team implemented in 2022 continued to pay dividends with an increase in the profile of the organisation. This has been through social media, a regular newsletter and the capacity for the Head of Business Development and the CEO to attend networking events and meetings with statutory partners. This has resulted in positive

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

partnering with businesses and input into plans for future statutory services ensuring our voice is heard, and expertise recognised and utilised in planning of services

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's services:

- Safety Net directly supported 2,997 children through one to one and group work in schools
- All WASP staff were able to implement new skills gained through training in Protective Behaviours bringing additional support to the children.
- The YPC developed the Youth Champions programme with an initial four young people advising staff on relevant issues. Two young people progressed from being service users to volunteering and are now staff members.
- Stopover completed Ofsted registration, the Brighton and Hove Quality Standard and secured a further three years funding from Brighton and Hove City Council.

Adults and Older People

- Secured new funding through a commission to develop a Self-Advocacy Group for autistic adults in Brighton and Hove.
- Aspie Trainers became the main autism provider for West Sussex County Council and delivered mandatory training in Learning disability and Autism through funding secured from the Oliver Mc Gowan training programme.
- Following severe cuts, the previous year West Sussex Advocacy secured funding from a trust to support people with learning disabilities with financial issues
- Led by Impact the Ageing Well services worked with almost 15,000 older people including 3,300 new to the services. We also delivered a conference with national speakers attended by over 100 delegates titled 'The Age of Wisdom' and an event with over 100 older people on the i360 for the national 'challenging ageism' and 'see and be seen' initiatives.
- The number of people accessing the support at the Hop 50+ increased again with over 1,500 individuals attending groups and meeting in the Café
- Workability West Sussex increased the number of people who gained or retained employment by 15% despite a reduction in staff hours due to funding restrictions. They also developed new connections and provided support to young carers

IMPACT INITIATIVES (Limited By Guarantee)

**Trustees Report (*continued*)
For the Year Ended 31 March 2024**

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

- Working with children in the WASP after school sessions.
- Administration of evaluation of the Safety Net school work
- Providing support to Stopover residents

Adults and older people:

- Providing advocacy for people with learning disabilities
- Giving Technical support for older people
- Facilitating groups at the Hop 50+
- Setting up events for the Ageing Well Festival

Other volunteer support

Informal volunteers and support provided by local businesses helped us to fundraise; design marketing materials and run fundraising events

Our Trustees worked over 350 hours through attending board and finance committee meetings, supporting the CEO and external networking to raise the profile of the organisation and encourage new supporters.

FINANCIAL REVIEW

Income increased during the year to £2,992,199 from £2,666,805 in 2023/24. This increase can be attributed to a full year of income for our new stopover house in Worthing plus new income related to Oliver McGowan training. 2023/24 is also the first full year after our merger with Safety Net so this accounts for a significant proportion of the increase. Our income at the HOP Café in both the café and the centre activities also significantly increased and the full year of a new Head of Business Development meant that the donations and grants also showed a sharp rise during the year.

At the beginning of the 2023/24 year a deficit of £24,971 was forecast. The actual result was a deficit of £55,241. The increase in the deficit was mainly due to the abrupt ending of the West Sussex Advocacy contract and the associated redundancy costs, which was an unexpected cost at the time of setting the budget.

At the beginning of the financial year 2024/25 a deficit of £41,674 was budgeted. This is based on confirmed income at the beginning of the year and a prudent budget for expenditure. We have developed a funding plan with the aim to minimise this deficit during the year. Rigorous cost control remains in place in all of our projects, and we actively seek new partnerships and funding streams.

We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives of Impact Initiatives whilst support those of the city, district and county councils and trusts.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

Policy on reserves and reserves held

During the year the Trustees and SMT have reviewed the reserves policy and have made the decision to move away from the traditional 3 months running costs approach. The reserves policy is reviewed annually and is an integral part of the planning, budgeting and forecasting cycle.

The new approach is based on risk identification, identifying existing funds and reviewing the surplus/deficits expected for the following 3 years. This is reviewed in line with the extent that these income streams are reliable and controllable and the potential risks of losing a service and associated costs are added to these figures. These are presented quarterly at the Finance Committee meetings and the level of reserves required determined at each meeting.

At the end of the financial year the level of reserves required using this method was £514,297.

At the end of the year the free reserves, as defined by the Charity Commission, showed a surplus of £298,078. This figure is derived from the General unrestricted funds of £480,574 plus the mortgage on the property of £377,892, less the net book value of our assets, £560,388.

The strategy has been to build reserves by building unrestricted income through diversifying our income streams and fundraising along with making costs savings where possible. However, cost of living issues and utilities increases, without appropriate uplifts in contract funding have made this more difficult than planned. The recruitment of a business development manager was key in addressing this issue and is still a priority going forward.

Going concern and cash flow

There is a deficit this year and another one expected next year, but steps are being taken and funding opportunities being sought to improve the result as the year progresses. The Trustees are confident that going forward there will be a return to an operating surplus in the future.

Going concern has been reviewed in detail in light of the uncertainty relating to the cost of living crisis. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the Trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The Trustees expect liabilities to be met as they arise. The position is reviewed on a month by month basis, and should this situation change, then the Trustees would take the appropriate steps. The Trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in our existing services alongside new projects.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

Throughout 2024-2025 we will:

- **Develop the Business Strategy**
Including consolidating and implementing the revised structure of our children and young people's services
- **Preparation for Service Commissioning and maximise our potential for winning tenders.**
Through building on relationships with statutory and voluntary sector organisations and our reputation for innovation in service delivery.
- **Continue to explore ways of increasing our Unrestricted Reserves**
Through building on relationships built with businesses who support our work and through ongoing development of our income generating services
- **Further develop our IT strategy**
Ensuring we maximise efficiency and cyber security across all our work.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Management Team (MT) conduct the day to day business of the charity, reporting quarterly to the Trustees. A number of Trustees assist the MT either directly or through both long- and short-term working groups.

The Central team provides back-office infrastructure support and management, ensuring our services deliver frontline support effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration, marketing and fundraising. This is a cost-effective way of the services having consistent professional support and enables them to focus on the service provision.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of Trustees is ultimately responsible for the organisation. Good governance demands that the Trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The Board of Trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of Trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee. The Trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The Trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee meets quarterly in addition and as and when required. The chair also meets very regularly with the CEO.

The Trustees set out on page 1 have held office during the whole period from 1 April 2023 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the Trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All Trustees are members.

Recruitment, induction and training of Trustees

Impact Initiatives Diversity and Inclusion policy applies to the recruitment of Trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In exceptional circumstances individuals with appropriate skills or background could be approached directly to address an identified need. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become Trustees. New Trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the year. All are encouraged to attend the briefing by the Head of Finance and the adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report (*continued*) For the Year Ended 31 March 2024

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board by the CEO each six months or more often as required. Where risks are identified a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

The Trustees' risk management strategy comprises of the following:

- A six-monthly review of the risks to the charity via the live Risk Register.
- The establishment of systems and procedures that will mitigate risks identified in the review.
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery plans for all aspects of the organisation are reviewed at least annually and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Contracted HR and Health and Safety expertise to oversee all aspects of these areas.
- Impact Initiatives continues to invest in health and safety training and has contractor's Health and Safety scheme (CHAS) accreditation for the whole organisation.

The Trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

Pay policy for senior staff

The board of directors, who are the charity's Trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings in the local voluntary sector.

IMPACT INITIATIVES
(Limited By Guarantee)

Trustees Report (continued)
For the Year Ended 31 March 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The law applicable to charitable companies in England and Wales requires the Trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

Public Benefit statement

The Trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

Auditors

A resolution to reappoint TC Group will be proposed at the forthcoming Annual General Meeting. This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 8th October 2024 and signed on their behalf by Neil Moscrop as chair.



N Moscrop (Chair)

IMPACT INITIATIVES
(Limited by Guarantee)

Auditors Report
For the Year Ended 31 March 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IMPACT INITIATIVES

We have audited the financial statements of Impact Initiatives (the 'charitable incorporated organisation') for the year ended 31 March 2024. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable incorporated organisation'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 the requirements of the Companies Act 2006.
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable incorporated organisation 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 incorporated organisation'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 Trustees' 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.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**Auditors Report
For the Year Ended 31 March 2024**

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.

Opinions on other matters 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 Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has 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 charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which 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 Trustees' responsibilities statement, 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 charitable incorporated organisation'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 incorporated organisation or to cease operations, or have no realistic alternative but to do so.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2024

Auditor's responsibilities for the audit of the financial statements

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the Trustees and other management (as required by auditing standards), and discussed with the Trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**Auditors Report
For the Year Ended 31 March 2024**

- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, 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 charitable company's members 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.


TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
For and on behalf of TC Group
Statutory Auditors
Office: Steyning

Dated: 18 October 2024

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2024

| | Notes | Unrestricted | Restricted | 2024 Total Funds | 2023 Total Funds |
|--|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 25,506 | 197,153 | 222,659 | 120,608 |
| Activities for raising funds | 5 | 259,171 | - | 259,171 | 195,574 |
| Charitable activities | 6 | 2,394,222 | 108,911 | 2,503,133 | 2,349,107 |
| Investment Income | | 7,236 | - | 7,236 | 952 |
| Other Income | | - | - | - | 564 |
| Total income | | <u>2,686,135</u> | <u>306,064</u> | <u>2,992,199</u> | <u>2,666,805</u> |
| EXPENDITURE on: | | | | | |
| | 7 | | | | |
| Raising funds | | 49,239 | - | 49,239 | 33,725 |
| Charitable activities | | <u>2,698,311</u> | <u>299,890</u> | <u>2,998,201</u> | <u>2,688,455</u> |
| Total expenditure | | <u>2,747,550</u> | <u>299,890</u> | <u>3,047,440</u> | <u>2,722,180</u> |
| Transfer of Net Assets from Safety Net | | - | - | - | 40,651 |
| Net income/(expenditure) and net movement in funds for the year | | (61,415) | 6,174 | (55,241) | (14,724) |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> | <u>647,346</u> |
| Total funds carried forward | 20 | <u>480,574</u> | <u>96,807</u> | <u>577,381</u> | <u>632,622</u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

IMPACT INITIATIVES
(Limited by Guarantee)

Balance Sheet as at 31 March 2024

| | Notes | 2024 | 2023 |
|-------------------------------------|-------|------------------|------------------|
| | | £ | £ |
| FIXED ASSETS | | | |
| Tangible assets | 15 | 560,388 | 572,878 |
| CURRENT ASSETS | | | |
| Debtors | 16 | 75,789 | 109,575 |
| Cash at bank | | <u>441,096</u> | <u>503,718</u> |
| | | 516,885 | 613,293 |
| CREDITORS | | | |
| Amounts falling due within one year | 17 | <u>(131,608)</u> | <u>(175,516)</u> |
| NET CURRENT ASSETS | | <u>385,277</u> | <u>437,777</u> |
| TOTAL ASSETS | | <u>945,665</u> | <u>1,010,655</u> |
| CREDITORS | | | |
| Amounts falling due after one year | 18 | <u>(368,284)</u> | <u>(378,033)</u> |
| NET ASSETS | | <u>577,381</u> | <u>632,622</u> |
| The funds of the charity: | | | |
| Unrestricted income funds | 20 | 480,574 | 541,989 |
| Restricted income funds | 20 | <u>96,807</u> | <u>90,633</u> |
| Total charity funds | | <u>577,381</u> | <u>632,622</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 21 to 34 form part of these accounts.

Approved by the Trustees on 8th October 2024 and signed on their behalf by;



N D Moscrop
Chair
Company number 1402692

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Cash Flows
For the year ended 31 March 2024

| | Notes | | 2024 | | 2023 |
|---|-----------|------------------------|------------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| Net cash inflow/(outflow) from operating activities | 24 | | <u>(24,966)</u> | | <u>6,546</u> |
| Cash flows from investing activities | | | | | |
| Proceeds from sale of fixed asset | | - | | 15,000 | |
| Transfer of Net Assets from Safety Net | | - | | 40,651 | |
| Capital expenditure | 15 | (8,156) | | - | |
| Interest income | | 7,236 | | 952 | |
| Interest Paid | | <u>(26,987)</u> | | <u>(21,203)</u> | |
| Net cash provided by/ (used in) investing activities | | | <u>(27,907)</u> | | <u>35,400</u> |
| Cash flows from financing activities | | | | | |
| Mortgage repayments | | <u>(9,749)</u> | | <u>(10,158)</u> | |
| Net cash provided by financing activities | | | <u>(9,749)</u> | | <u>(10,158)</u> |
| Change in cash and cash equivalents in the year | | | <u>(62,622)</u> | | <u>31,788</u> |
| Cash and cash equivalents at the beginning of the year | | | <u>503,718</u> | | <u>471,930</u> |
| Cash and cash equivalents at the end of the year | | | <u>441,096</u> | | <u>503,718</u> |
| Analysis of cash and cash equivalents | | At 1 April 2023 | Cash flow | Non-cash changes | At 31 March 2024 |
| | | £ | £ | £ | £ |
| Cash at bank and in hand | | <u>503,718</u> | <u>(62,622)</u> | - | <u>441,096</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024 (continued)

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

c) Critical accounting estimates and judgements - continued

The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

g) Expenditure - continued

Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them.

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| Asset Category | Annual rate |
|-----------------------|--------------------|
| Freehold property | 2% |
| Fixtures & Fittings | 15% |
| Motor vehicles | 10% |
| Bike2Work | 33% |

i) Operating leases

Rental costs under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

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

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2024, the membership was 20 (2023 - 19).

The Charity is under the control of the Trustees.

4 VOLUNTARY INCOME

| | Unrestricted | Restricted | 2024 Total | 2023 Total |
|---------------|---------------|----------------|----------------|----------------|
| | £ | £ | funds | funds |
| | | | £ | £ |
| Donations | 5,585 | 39,670 | 45,255 | 29,840 |
| Grants | 19,921 | 152,483 | 172,404 | 90,768 |
| Legacy Income | <u>-</u> | <u>5,000</u> | <u>5,000</u> | <u>-</u> |
| | <u>25,506</u> | <u>197,153</u> | <u>222,659</u> | <u>120,608</u> |

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

| | Unrestricted | Restricted | 2024 | 2023 |
|-----------------------------|----------------|------------|----------------|----------------|
| | £ | £ | Total | Total |
| | | | funds | funds |
| | | | £ | £ |
| Accommodation and room hire | 58,804 | - | 58,804 | 47,006 |
| Fees for services | 131,441 | - | 131,441 | 87,860 |
| Catering receipts | <u>68,926</u> | <u>-</u> | <u>68,926</u> | <u>60,708</u> |
| | <u>259,171</u> | <u>-</u> | <u>259,171</u> | <u>195,574</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

6 INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted | Restricted | 2024 Total £ | 2023 Total £ |
|--|------------------|----------------|------------------|------------------|
| Aldingbourne Trust | 167,175 | - | 167,175 | 170,622 |
| Brighton & Hove City Council | - | 70,290 | 920,138 | 846,378 |
| Canterbury Christ Church University | 4,167 | - | 4,167 | - |
| Children in Need | - | 34,197 | 34,197 | 38,069 |
| East Sussex Fire & Rescue | - | 5,000 | 5,000 | - |
| London Leaning Consortium | - | (576) | (576) | 11,648 |
| Sussex Community Foundation NHS Trust | 79,092 | - | 79,092 | 76,863 |
| West Sussex County Council | 143,373 | - | 143,373 | 259,646 |
| NHS Sussex ICB | - | - | - | 2,140 |
| NHS East Sussex CCG | 76,350 | - | 76,350 | 75,000 |
| Pohwer | 48,960 | - | 48,960 | 48,960 |
| University of Brighton | 2,000 | - | 2,000 | - |
| University of Sussex | 3,625 | - | 3,625 | - |
| Housing Support | 132,338 | - | 132,338 | 132,338 |
| Rent and amenities | 875,492 | - | 875,493 | 674,511 |
| Client contributions | 11,801 | - | 11,801 | 12,932 |
| | <u>2,394,222</u> | <u>108,911</u> | <u>2,503,133</u> | <u>2,349,107</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31 March 2024

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

| | Staff Costs £ | Depreciation £ | Other Costs £ | 2024 Total £ | 2023 Total £ |
|-------------------------------------|---------------------|-------------------|---------------------|--------------------|--------------------|
| Costs of raising funds | | | | | |
| Voluntary income | - | - | 21,758 | 21,758 | 12,308 |
| Financing Costs | - | - | 26,987 | 26,987 | 21,203 |
| Fundraising trading | - | - | 494 | 494 | 214 |
| Total costs of generating funds | - | - | 49,239 | 49,239 | 33,725 |
| Charitable activities | | | | | |
| Activities undertaken directly | 1,418,734 | 4,489 | 751,923 | 2,175,146 | 1,869,222 |
| Payments to partners | - | - | 403,038 | 403,038 | 436,437 |
| Support costs | 307,455 | 16,157 | 85,796 | 409,408 | 373,485 |
| Total charitable activities | 1,726,189 | 20,646 | 1,240,757 | 2,987,592 | 2,679,144 |
| Governance costs | - | - | 10,609 | 10,609 | 9,311 |
| Total resources expended | 1,726,189 | 20,646 | 1,300,605 | 3,047,440 | 2,722,180 |

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relates to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

| | Cost of raising funds £ | Charitable activities £ | Govern- ance Costs £ | 2024 Total £ | 2023 Total £ |
|---------------------------|----------------------------------|-------------------------------|-------------------------------|--------------------|--------------------|
| Human resources | 4,968 | 301,417 | 1,070 | 307,455 | 261,689 |
| Establishment costs | 775 | 47,010 | 167 | 47,952 | 70,792 |
| Office and administration | 873 | 52,940 | 188 | 54,001 | 41,004 |
| | 6,616 | 401,367 | 1,425 | 409,408 | 373,485 |

All support costs are based on a project by project management review of estimated usage of central staff time.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31 March 2024

9 NET INCOME/(EXPENDITURE) FOR THE YEAR

| | 2024 | 2023 |
|--|----------------|----------------|
| | £ | £ |
| This is stated after charging: | | |
| Depreciation of tangible fixed assets | 20,646 | 19,449 |
| Auditors' remuneration | 10,609 | 9,311 |
| Amounts payable under operating leases, land and buildings | <u>318,827</u> | <u>282,752</u> |

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

| | 2024 | 2023 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Salaries | 1,573,915 | 1,412,290 |
| Social security costs | 120,457 | 113,561 |
| Pension contributions | <u>31,817</u> | <u>25,900</u> |
| | <u>1,726,189</u> | <u>1,551,751</u> |

One employee received remuneration in excess of £60,000 (2023 - 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £83,054 (2023 - £82,360). The total employers pension contributions were £1,321 (2023 - £1,321).

None of the Trustees received remuneration from the charity during the year (2023 – £nil). A total of £475 was paid to Trustees during the year as reimbursement of travel expenses (2023 – £393). No amounts were due to or from the Trustees at the balance sheet date (2023 - £nil).

11 STAFF NUMBERS

The average monthly head count was 111 staff (2023 - 101 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

| | 2024 | 2023 |
|----------------|---------------|---------------|
| | Number | Number |
| Administration | 6 | 6 |
| Project staff | <u>46</u> | <u>46</u> |
| | <u>52</u> | <u>52</u> |

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £12,008 (2023 - £12,074).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

12 RELATED PARTY TRANSACTIONS

Apart from the Trustee expenses, mentioned in note 10. There were no other related party transactions during the year to report.

13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010.

15 TANGIBLE FIXED ASSETS

| | Freehold Property £ | Motor Vehicles £ | Fixtures & Fittings £ | Bike 2 Work £ | Totals £ |
|---------------------------------|---------------------------|------------------------|-----------------------------|------------------|----------------|
| COST | | | | | |
| At April 1 2023 | 752,550 | 41,012 | - | 1,335 | 794,897 |
| Additions | 5,051 | - | 2,587 | 518 | 8,156 |
| Disposals | - | - | - | - | - |
| At 31 March 2024 | <u>757,601</u> | <u>41,012</u> | <u>2,587</u> | <u>1,853</u> | <u>803,053</u> |
| ACCUMULATED DEPRECIATION | | | | | |
| At April 1 2023 | 205,318 | 16,404 | - | 297 | 222,019 |
| Charge for year | <u>15,152</u> | <u>4,101</u> | <u>388</u> | <u>1,005</u> | <u>20,646</u> |
| At 31 March 2024 | <u>220,470</u> | <u>20,505</u> | <u>388</u> | <u>1,302</u> | <u>242,665</u> |
| NET BOOK VALUES | | | | | |
| At 31 March 2024 | <u>537,131</u> | <u>20,507</u> | <u>2,199</u> | <u>551</u> | <u>560,388</u> |
| At 31 March 2023 | <u>547,232</u> | <u>24,608</u> | - | <u>1,038</u> | <u>572,878</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31 March 2024

16 DEBTORS

| | 2024 | 2023 |
|----------------|---------------|----------------|
| | £ | £ |
| Debtors | 35,679 | 74,918 |
| Other debtors | 40,110 | 2,022 |
| Prepayments | 4,133 | 17,467 |
| Accrued Income | <u>35,977</u> | <u>15,168</u> |
| | <u>75,789</u> | <u>109,575</u> |

17 CREDITORS: Amounts falling due within one year

| | 2024 | 2023 |
|--|----------------|----------------|
| | £ | £ |
| Deferred income and accruals (see note 19) | 52,247 | 78,655 |
| Trade Creditors | 29,892 | 39,805 |
| Other creditors | 7,044 | 7,693 |
| VAT | 6,816 | 10,316 |
| Mortgage | 9,608 | 8,745 |
| Income tax and social security payments | <u>26,001</u> | <u>30,302</u> |
| | <u>131,608</u> | <u>175,516</u> |

18 CREDITORS: Amounts falling due after one year

| | 2024 | 2023 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Mortgage – repayable within: | | |
| 1 to 2 years | 10,229 | 8,745 |
| 2 to 5 years | 38,853 | 30,811 |
| Over 5 years | <u>319,202</u> | <u>338,477</u> |
| | <u>368,284</u> | <u>378,033</u> |

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

| | 2024 |
|----------------------------------|---------------|
| | £ |
| Deferred income at 1 April 2023 | 48,566 |
| Released in the year | (48,566) |
| Deferred in the year | <u>15,272</u> |
| Deferred income at 31 March 2024 | <u>15,272</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

| | Balance at 1 April 2023 | Incoming Resources | Outgoing Project Costs | Support Costs | Transfers | Balance at 31st March 2024 |
|-------------------------|--------------------------------|---------------------------|-------------------------------|----------------------|------------------|-----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| General fund | 527,729 | 59,780 | (452,596) | 309,591 | (2,600) | 441,904 |
| Hop50+ | - | 112,295 | (274,897) | (42,587) | 205,189 | - |
| Ageing Well | - | 781,724 | (527,709) | (24,932) | (229,083) | - |
| Food Access | - | 41,000 | (29,110) | (4,441) | (7,449) | - |
| Advocacy | - | 140,512 | (144,992) | (20,274) | 24,754 | - |
| Advocacy Brighton | - | 63,445 | (58,112) | (6,243) | 910 | - |
| Aspie Trainers | - | 28,151 | (30,505) | (3,493) | 5,847 | - |
| Workability West Sussex | - | 167,175 | (130,544) | (19,619) | (17,012) | - |
| Wasp | - | 692 | (40,870) | (12,569) | 52,747 | - |
| YPC | - | 220,280 | (172,472) | (26,740) | (21,068) | - |
| Safety Net | - | 28,295 | (13,529) | (13,885) | (881) | - |
| Home Safety | - | 30,788 | (28,528) | (5,029) | 2,769 | - |
| Stopover | - | 1,011,998 | (843,686) | (129,779) | (38,533) | - |
| | <u>527,729</u> | <u>2,686,135</u> | <u>(2,747,550)</u> | - | <u>(24,410)</u> | <u>441,904</u> |
| IT Replacement fund | 9,290 | - | - | - | 14,410 | 23,700 |
| Dilapidation fund | 4,970 | - | - | - | 10,000 | 14,970 |
| | <u>541,989</u> | <u>2,686,135</u> | <u>(2,747,550)</u> | - | - | <u>480,574</u> |

The General fund is funded by income from the charity's projects. The Trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2024 (Continued)

20 ANALYSIS OF CHARITABLE FUNDS – continued

Analysis of movements in restricted funds

| | Balance at 1st April 2023 | Incoming Re-resources | Outgoing Project Costs | Balance at 31 st March 2024 |
|----------------------|---------------------------|-----------------------|------------------------|--|
| | £ | £ | £ | £ |
| Hop50+ | 2,207 | 18,939 | (9,014) | 12,132 |
| Day Centre Fund | 31,205 | - | (4,101) | 27,104 |
| Aspie Trainers | - | 4,424 | (4,424) | - |
| Advocacy | 29,150 | 57,200 | (57,750) | 28,600 |
| Wasp | - | 42,920 | (42,920) | - |
| Safety Net | 19,457 | 59,582 | (79,039) | - |
| YPC | - | 46,301 | (45,303) | 998 |
| YPC Restoration Fund | 8,314 | 20,702 | (9,456) | 19,560 |
| Workability | - | 250 | (250) | - |
| Ageing Well | - | 2,036 | (2,036) | - |
| Food Access | - | 26,500 | (19,087) | 7,413 |
| Home Safety | - | 5,000 | (5,000) | - |
| Stopover | 300 | 22,210 | (21,510) | 1,000 |
| | <u>90,633</u> | <u>306,064</u> | <u>(299,890)</u> | <u>96,807</u> |

Restricted funds are funds that can only be used for specific purposes within a particular service.

HOP50+ balance is made up of specific fundraising for refurbishment at the HOP 50+ Café and centre.

The Day Centre Fund is minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.

The ASPIE Trainers comprises grant income from Ernest Kleinwort.

Advocacy is a grant from the Henry Smith Foundation spanning 3 years, the 3rd grant instalment fell on 31st March 2024 but is for the Apr-Set 2024 period.

The Wasp restricted fund consisted of a grant from Children in Need, funds received from City Academy, Whitehawk. The remainder consists of fundraising or donations income.

Safety Net comprises the grant funds received during the year for that service.

YPC income comprises income from Active Sussex and the Blagrave trust during the year.

The YPC Restoration Fund is a grant from the Youth Investment Fund to fund work on the building.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

20 ANALYSIS OF CHARITABLE FUNDS – continued

Workability is a grant from staples for one of the service users.

Ageing Well is a donation from L& G and some smaller donations made from the ageing well conference during the year.

Food Access is Household Support Funding from Brighton and Hove Council for the service to distribute as food vouchers across the city.

Home Safety is a donation from East Sussex Fire and Rescue for contribution to safety in action day and Safety Calendars distributed to local schools.

Stopover comprises grant income from the Ambergate Charitable Trust for an support worker and some counselling for the residents.

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | Restricted Funds | 2024 Total | 2023 Total |
|---|--------------------|------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2024 are represented by: | | | | |
| Tangible fixed assets | 539,881 | 20,507 | 560,388 | 572,878 |
| Net current assets/(liabilities) | <u>(59,307)</u> | <u>76,300</u> | <u>16,993</u> | <u>59,744</u> |
| | <u>480,574</u> | <u>96,807</u> | <u>577,381</u> | <u>632,622</u> |
| Fund balances at 31 March 2023 are represented by: | | | | |
| Tangible fixed assets | 548,270 | 24,608 | 572,878 | 605,428 |
| Net current assets/(liabilities) | <u>(6,281)</u> | <u>66,025</u> | <u>59,744</u> | <u>41,918</u> |
| | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> | <u>647,346</u> |

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2024, the charity was committed to making the following payments:

| | 2024 £ | 2023 £ |
|--------------------------------|---------------|---------------|
| Operating leases which expire: | | |
| Within one year | 12,526 | 16,746 |
| Between 2 and 5 years | <u>15,657</u> | <u>16,746</u> |
| | <u>28,183</u> | <u>33,492</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

22 COMMITMENTS UNDER OPERATING LEASES - continued

The charity has rental commitments on nine houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £6,704 (2023 - £7,394). Contributions paid during the year amounted to £82,854 (2023 - £62,743)

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2024 | 2023 |
|--|-----------------|---------------|
| | £ | £ |
| Net movement in funds | (55,241) | (14,724) |
| Add back depreciation charge | 20,646 | 19,449 |
| Deduct interest income shown in investing activities | (7,236) | (952) |
| Transfer of Net Assets from Safety Net | - | (40,651) |
| Profit on disposal of asset | - | 546 |
| (Increase)/decrease in debtors | 33,786 | (16,687) |
| Increase/(decrease) in creditors | (43,908) | 38,362 |
| Finance cost | <u>26,987</u> | <u>21,203</u> |
| Net cash used in operating activities | <u>(24,966)</u> | <u>6,546</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS *(Continued)*
For the year ended 31 March 2024

25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2023

| | Notes | Unrestricted | Restricted | 2023 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|
| | | £ | £ | £ |
| INCOME from: | | | | |
| Voluntary income | 4 | 26,956 | 93,652 | 120,608 |
| Activities for raising funds | 5 | 195,574 | - | 195,574 |
| Charitable activities | 6 | 2,268,446 | 80,661 | 2,349,107 |
| Investment Income | | 952 | - | 952 |
| Other Income | | - | 564 | 564 |
| Total income | | <u>2,491,928</u> | <u>174,877</u> | <u>2,666,805</u> |
| | | | | |
| EXPENDITURE on: | 7 | | | |
| Raising funds | | 33,725 | - | 33,725 |
| Charitable activities | | <u>2,506,777</u> | <u>181,678</u> | <u>2,688,455</u> |
| Total expenditure | | <u>2,540,502</u> | <u>181,678</u> | <u>2,722,180</u> |
| | | | | |
| Transfer of Net Assets from Safety Net | | - | 40,651 | 40,651 |
| Net income/(expenditure) and net movement in funds for the year | | (48,574) | 33,850 | (14,724) |
| | | | | |
| Reconciliation of funds | | | | |
| Total funds brought forward | | <u>590,563</u> | <u>56,783</u> | <u>647,346</u> |
| | | | | |
| Total funds carried forward | 20 | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> |

26 MERGER WITH SAFETY NET

During the previous year Impact Initiatives merged with Safety Net (charity number 1108772). The net assets of Safety Net totalling £40,651 were transferred to Impact Initiatives and recognised through the Statement of Financial Activities on page 17. As part of the agreement, the funds transferred were to be restricted to the charitable activities of Safety Net, and therefore have been recognised in the SOFA as Restricted Funds.

IMPACT INITIATIVES

England & Wales - Charity number 276669

Accounts

Company number: 1402692
Charity number: 276669



Impact Initiatives
(A company limited by guarantee)
Annual Report and
Financial Statements – 31 March 2023

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2023

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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-------------------------|--|
| TRUSTEES | <p>Neil Moscrop (Chair) Anne Mari Barker-Davies (Appointed 09.02.23) Brendan Ward (Appointed 07.02.23) Callum Waddell (Appointed 13.10.22) Carly Bunker (Appointed 05.07.22) Cathy Bunker (Resigned 07.02.2023) David Ely (Appointed 07.02.23 & Resigned 12.05.2023) Janice Robinson (Appointed 07.02.23) Joseph Miller (Resigned 12.04.2022) Leo Jago Nick Leavey (Appointed 09.02.23) Ron Jenkins</p> |
| | <p>Shuvarthi Bhattacharjee (Appointed 05.07.22 & Resigned 12.05.23) Simon Knight DL</p> |
| CHIEF EXECUTIVE OFFICER | Caroline Ridley |
| COMPANY SECRETARY | Emily Squires |
| REGISTERED OFFICE | 69 Ship Street Brighton BN1 1NL |
| STATUTORY AUDITORS | TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN |
| SOLICITORS | Knights Professional Services Limited 3 Neptune Square Edward Street Quarter Brighton BN2 OAT |
| MAIN BANKERS | Bank of Scotland First Floor 8 Lochside Avenue Edinburgh EH12 9DJ |
| CHARITY NUMBER | 276669 |
| COMPANY NUMBER | 1402692 |

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2023 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 2015).

CHAIR'S REPORT

Impact Initiatives was founded in 1978 through Brighton Free Church to resolve the social issues that Brighton and Hove communities were facing at the time. Our founders were a diverse collection of local groups and individuals who cared enough about community issues to come together and act against the injustices they saw on their doorstep. These issues included homelessness, unemployment and discrimination. Impact Initiatives founders stood up for the people who did not have a voice or who simply were not being heard.

Over the years Impact Initiatives has grown and evolved as an organisation, and now works independently, but what has never changed, is that we continue to provide a voice, hope and change for the people of Sussex who need it most. We recognise that it is possible for anyone to fall through the gaps but we are determined to find those gaps and lay down a safety-net.

Today Impact Initiatives manages services in Sussex for all ages; the services are all designed to bring people the support they need to live healthy and fulfilling lives through providing the right people at the right time, and through leading collaborative working to create and deliver services.

The current services cover two overarching strategic work areas:

- Children, Young People and Families
- Adults and Older People

This year, we have worked with over 10,500 people, which is an impressive increase of 42% vs the previous year. We continued with our strategy for business growth, with the merger with Safety Net taking place on 1st January 2023. We have been focused on continuing to support our service users to recover from the impact of the pandemic and we have also been supporting them through the cost of living crisis due to the added financial pressure that this has placed on them too.

At our year-end, our staff count stood at 112, marking a notable increase of 31% compared to the previous year. Within this total, 15 individuals were in full-time positions, while 97 worked part-time. The significant growth in our workforce can be attributed to several factors, including the merger with Safety Net, the strategic development of our central team structure, and the expansion of a new stopover house into West Sussex over the course of the year.

The merger with Safety Net played a pivotal role in shaping our year. Beyond the alignment of our services and collaboration, it served as a catalyst for bolstering our central team. This initiative led to the creation of new positions, most notably the Head of Business Development and the Communications and Marketing Officer. These additions enabled us to embark on a strategic

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

focus of income growth through diversification of our revenue streams. Notably, we were successful with our bid to Henry Smith for 3 years funding for advocacy work, and the expansion of our Stopover service into West Sussex.

A distinctive aspect of much of our work lies in its dependence on time-limited funding. While this presents risks in terms of competition for services when funding concludes, it also presents opportunities to bid for new work that aligns with our mission and allows for innovation in service development and delivery.

Our track record in sustaining services remains robust, with a particular emphasis on building our reserves to mitigate potential impacts of funding reductions. Given the interconnected nature of many of our services, changes in one area can have a ripple effect on others. The board of trustees views the loss of any of our services as a last resort, and as such, they have occasionally supported services from reserves in the short term while seeking alternative funding sources.

We remain confident that our ongoing efforts in expansion, collaborative partnerships with statutory and voluntary organisations, and engagement with local businesses, coupled with the continuous development of areas where we have earned a reputation to be exceptionally proud of, will ensure the continued success and prosperity of Impact Initiatives.

Neil Moscrop

Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefit of people in England, with a focus on the South East. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

We do this through:

Children, Young People and Families Services

These services carry out vital work around Sussex to help children and young people in need. We provide safe spaces for them to live, learn and play. Children and young people can get advice and guidance, learn new skills such as cooking, managing money, develop strategies for managing anxiety and increase their self-confidence and esteem. The services are unique and innovative and often provide a break from extremely difficult lives, with adults who will truly listen and understand and so can help children and young people to create a positive future for themselves.

Adults' and Older People's Services

These services work to improve life for adults with disabilities and older people in Brighton and Hove and West Sussex.

Our services deliver essential support for adults with disabilities, bringing a clear voice and independence. We help people achieve independence through training, advocacy, one-to-one

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

and group support. We provide specialist employment support and advocacy services which help people to be heard, find secure employment, and feel valued for their skills. We also support people on a low income to access food for themselves and their families.

Impact lead the City-wide Ageing Well service in Brighton and Hove sub-contracting to nine other organisations to provide wellbeing for older people through easy to access information, connections, activities and food.

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children and Young People

Stopover - Supported housing for young women. We provide a safe place where young women can start to build their lives and work towards independence. This is across 10 houses which provide a pathway from high to low level support and includes two houses for young women with babies. We have recently opened our first house in West Sussex and plan to further expand in the next financial year

WASP - (Whitehawk After School Project) An After-School Club in Whitehawk which is recognised as one of the UK's more deprived areas. We provide play opportunities, positive adult role models and promotes active lifestyles and healthy eating.

YPC - (Young People's Centre) Our centre provides office and meeting space for statutory and voluntary sector organisations who support young people in Brighton and Hove. Our own Youth Work Team also deliver one-to-one and small group support for young people needing support and advice around their wellbeing and mental health. In addition, our online counselling and youth work teams who work across East Sussex are also based at the YPC.

Safety Net - work with Brighton and Hove children aged 8-14 and their families to help children feel safe in their homes, school and neighbourhood. The service provides one to one, small group and whole class workshops to help children feel safe, build confidence, self-esteem and resilience. Safety Net helps children to improve their ability to communicate assertively, deal with conflict, and build emotional literacy and resilience, whilst also developing skills and strategies to manage life's challenges. Safety Net also have a well-respected, paid for, training service which currently offers child safeguarding training courses to organisations.

Adults and older people

Advocacy Services - Provide a voice to adults with Asperger's, physical and learning disabilities acquired brain injury or sensory impairments. We do this through one-to-one advocacy, including for people with learning disabilities who are going through child care proceedings and by supporting self-advocacy groups.

Ageing Well - Impact provides leadership and overall management of a partnership of ten organisations developing and delivering information, support, advice and activities across Brighton and Hove. We also provide the Hop 50+ Cafe and a wide range of activities, two Single Points of Contact for enquiries regarding older people's services and support, (one specifically for people living with dementia), Outreach services, Nutrition advice and support and produce the annual Ageing Well Festival.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

Aspie Trainers - We support the Aspie Trainers service which delivers bespoke autism training from a first-person perspective to businesses, schools and charities.

Food Support - Developed to address needs arising during the Coronavirus pandemic but which have remained, we distribute funds and food, alongside support, to access food through delivery or other support services.

Workability - Provides individualised one-to-one support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury to identify their skills and find and maintain the right employment for them.

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the Trustees and management undertook to:

- **Increase Communications**
To increase Impact's presence and drive awareness of our organisation and services. We would do this by recruiting for a comms team and also by reviewing our networks and ensuring presence at the right meetings.
- **Progress Merger Plan**
To progress merger talks with Safety Net and also seek out further opportunities including widening the geographical reach of specific services.
- **To further explore how we make best use of our assets and our approach to building unrestricted reserves**
Through ongoing development of our options on current use of our buildings to ensure we bring the best value possible to the organisation.
- **To ensure staff have the right support and maximise effectiveness**
Return where appropriate to regular face to face meetings and also investigate and secure appropriate office space.
- **To bring in additional expertise**
To build on the strengths of our current Board of Trustees and actively seek others to fill any gaps identified including recognising the need for diversity within the Board of Trustees. We also plan to recruit a Children and Young People's Service Manager.
- **Maximise our assets and unrestricted income**
This includes investigating the best use of our minibuses, review the pricing for our charged for services and look to further develop charged for services.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

How the year compared to the plans and aspirations?

Throughout the year, we remained focused on executing our business plan. We successfully completed the merger with Safety Net in January 2023. This merger not only enabled us to expand our reach in Children and Young People services but also offered an avenue for growing our unrestricted income through the training service. We are currently in the process of evaluating the potential of this training service.

Additionally, the merger provided us with an opportunity to bring in additional expertise and restructure the senior leadership and central team, to ensure the effective operation of our frontline services. This included the appointment of a Business Development team, which will enable us to generate additional unrestricted income and also bolster our presence, raise awareness, and expand our network. To enhance communication, we have also revamped our website to more accurately reflect our organisation's values and inclusive nature.

We've resumed face-to-face meetings when appropriate and devised a strategy to optimise our office space. This involves closing the Queens Road offices and maximising the utilisation of our YPC building, alongside space at Emmaus – the former base of Safety Net. This will result in overhead cost savings.

Our attention was also focused on broadening and diversifying our Trustee board, increasing the number of trustees from 6 to 12 and with this, covering key skill gaps including legal and financial expertise.

After careful evaluation of usage, we made the decision to sell one of our minibuses during the year while retaining an actively used one. We also reviewed our pricing for services, and the merger with Safety Net introduced the safeguarding training arm.

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's services:

- Safety Net merger completed on 1st January, with no disruption to the beneficiaries or the quality of the work delivered. The teams have started to explore the opportunities and links between our different services and how we can utilise these to better respond to the needs of children across Brighton and Hove.
- Major building works were completed at the YPC increasing the positive and efficient environment. We have also reshaped the Youth Work delivery moving from 'Drop In' to focussed groups and activities. This 'reshaping' will enable us to link more closely with services providing mental health and wellbeing support for young people and will provide a positive platform for future developments.
- WASP ensured a smooth transition, continuing to offer high quality playwork, during the change in Service Manager and creation of the new Team Leader. The team also successfully implemented a new risk assessment and policies and procedures, ensuring that we are well-equipped to maintain our commitment to safety, excellence, and the well-being of the children we serve.
- Stopover opened house number ten in Worthing, West Sussex in December 2022 and starting building relationships with West Sussex County Council officers. Stopover has

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

also continued to grow already strong relationships with Brighton and Hove officers by working closely together during times of extreme crisis and establish ourselves as a flexible provider, willing to support some of the hardest to reach young women in the county.

Adults and Older People

- The Advocacy service achieved all its KPIs across all the services. The team were awarded 3 years of funding to set up and develop the Henry Smith Project to provide support to parents with a learning disability going through Child Protection Services.
- Aspie Trainers recruited, trained and supported 10 new trainers who all obtained paid opportunities. Aspie trainers also gained an additional contract to provide autism training for West Sussex in 23/24 financial year.
- The Ageing Well Single Point of Contact successfully responded to the increased demand with a rise in general enquiry calls of 50%. Over 350 households received emergency food parcels and almost 500 households were given food vouchers. People's needs have also become more complex and we've seen an increase in the number of dementia related enquiries by 100%. The Ageing Well Festival boasted 113 events hosted by 49 different organisations and saw over 4,000 people participate.
- The HOP has had vibrant year with customers (old and new) coming back to the Hop in the post-COVID months – sold out Saturday afternoon music events twice a month have been a real highlight
- Workability referrals increased to pre-covid numbers with the team receiving 150 referrals this year. They supported 55 people to retain or gain employment, with each person working an average of 23 hours per week. The team also continued to grow positive links with employers and have delivered deaf awareness sessions to one employer who has employed 2 deaf clients.

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

- Working with children in the WASP after school sessions.
- Delivering accredited life skills courses to the young women at Stopover.
- Working as part of our Youth Champion Group at the YPC, supporting with housekeeping tasks and Youth Led Grant projects

Adults and older people:

- Volunteer advocates providing one-to-one support to ensure people to have a voice in issues including housing and work and supporting at advocacy surgeries.
- Shop for and deliver food to people in urgent need and unable to shop
- Providing Tech Buddy support and facilitating group activities for older people at Hop 50+
- Volunteering in the café at Hop 50+

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

Other volunteer support

Informal volunteers and support provided by local businesses, helped us to fundraise; design marketing materials and build a bank of images to use to promote the organisation and provide events in the Ageing Well Festival.

Our Trustees worked over 400 hours through attending board and finance committee meetings, and external networking to raise the profile of the organisation and encourage new supporters. During the year the Trustees provided further support around the merger with Safety Net and governance relating to that.

POST YEAR END EVENTS

Impact ceased to provide Advocacy services in West Sussex from 30th September 2023. We were saddened and shocked on 30th June to hear that our contract with West Sussex County Council would not be further extended. We had been in conversations with West Sussex County Council about a reduction in funding for the service, but were not expecting it to be cut completely. As a result, there are some redundancy costs of £26,000 which have been paid from reserves in the 23/24 year.

FINANCIAL REVIEW

Income increased during the year to £2,666,805 from £2,502,702 in 2022/23. This increase can be attributed to the merge with Safety Net during the year, and a new stopover house opening in West Sussex. There was also a large increase in café and earned external income and a further grant awarded from Henry Smith for 3 years.

At the beginning of the 2022/23 year a deficit of £39,544 was forecast. The actual result was a deficit of £14,724. The Improvement during the year was largely due to extra grant income mentioned above, plus a reduction in the actual expenditure on utilities which was predicted at the start of the year, plus the result of other small grants and costs savings during the year.

At the beginning of the financial year 2023/24 a deficit of £24,971 was budgeted. This is based on confirmed income at the beginning of the year and a prudent budget for expenditure. However at the date of this audit report the deficit has increased, this is largely due to the redundancy costs in light of the end of the West Sussex advocacy contract, but also due to some voids in our new Stopover House in West Sussex whilst establishing ourselves as new housing providers in the area.

The charity remains active in its search for new funding and will consider working with partners without compromising its financial integrity. Rigorous cost control remains in place in all of our projects.

We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives of Impact Initiatives whilst support those of the city, district and county councils and trusts.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

Policy on reserves and reserves held

During the year the Trustees and SMT have reviewed the reserves policy and have made the decision to move away from the traditional 3 months running costs approach. The reserves policy is reviewed annually and is an integral part of the planning, budgeting and forecasting cycle.

The new approach is based on risk identification, identifying existing funds and reviewing the surplus/deficits expected for the following 3 years. This is reviewed in line with the extent that these income streams are reliable and controllable. And the potential risks of losing a service and associated costs are added to these figures. These are presented quarterly at the Trustees meetings and the level of reserves required determined at each meeting.

At the end of the financial year the level of reserves required using this method was £562,110

At the end of the year the free reserves, as defined by the Charity Commission, showed a surplus of £355,889. This figure is derived from the General unrestricted funds of £541,989 plus the mortgage on the property of £386,778, less the net book value of our assets, £572,878.

The strategy has been to build reserves by building unrestricted income through diversifying our income streams and fundraising along with making costs savings where possible. However, cost of living issues and utilities increases have made this more difficult than planned. The recruitment of a business development manager was key in addressing this issue and is still a priority going forward.

Going concern and cash flow

There is a small deficit this year and another one expected next year, but steps are being taken and funding opportunities being sought to improve the result as the year progresses, the Trustees are confident that going forward there will be a return to an operating surplus in the future.

Going concern has been reviewed in detail in light of the uncertainty relating to the cost of living crisis. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the Trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The Trustees expect liabilities to be met as they arise. The position is reviewed on a month by month basis, and should this situation change, then the Trustees would take the appropriate steps. The Trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in our existing services alongside new projects.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

Throughout 2023-2024 we will:

- **Develop the Business Strategy**
Including increasing collaborative working and further review and development of our income generating services which support our core work.
- **Preparation for Service Commissioning**
Our objective is to position ourselves strategically to secure these commissioned services successfully. This entails strengthening our partnerships and alliances to ensure effective service delivery.
- **Continue to explore ways of increasing our Unrestricted Reserves**
Exploring avenues for increasing our unrestricted reserves. We'll actively seek out fundraising opportunities and donations while also reassessing our fee-based services to maximise revenue.
- **We will continue to seek new opportunities and raise our profile**
This will include involve proactive networking efforts and developing a new communications strategy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Management Team (MT) conduct the day to day business of the charity, reporting quarterly to the Trustees. A number of Trustees assist the MT either directly or through both long- and short-term working groups.

The Central team provides back-office infrastructure support and management, ensuring our services deliver frontline support effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration, marketing and fundraising. This is a cost-effective

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

way of the services having consistent professional support and enables them to focus on the service provision.

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of Trustees is ultimately responsible for the organisation. Good governance demands that the Trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The Board of Trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of Trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee.

The Trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The Trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee, which all Trustees are invited to attend, meets as required. In addition, the chair meets regularly with the CEO.

The Trustees set out on page 1 have held office during the whole period from 1 April 2022 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the Trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All Trustees are members.

Recruitment, induction and training of Trustees

Impact Initiatives Diversity and Inclusion policy applies to the recruitment of Trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In these circumstances' individuals with appropriate skills or background would be approached directly. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become Trustees. New Trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the year. All are encouraged to attend the briefing by the Finance Manager and auditors and adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2023

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board by the CEO each six months or more often as required. Where risks are identified a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

The Trustees' risk management strategy comprises of the following:

- A six-monthly review of the risks to the charity via the live Risk Register.
- The establishment of systems and procedures that will mitigate risks identified in the review.
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery plans for all aspects of the organisation are reviewed at least annually and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Contracted HR and Health and Safety expertise to oversee all aspects of these areas.
- Impact Initiatives continues to invest in health and safety training and has contractor's Health and Safety scheme (CHAS) accreditation for the whole organisation.

The Trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

Pay policy for senior staff

The board of directors, who are the charity's Trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings in the local voluntary sector.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**Trustees Report
For the Year Ended 31 March 2023**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The law applicable to charitable companies in England and Wales requires the Trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

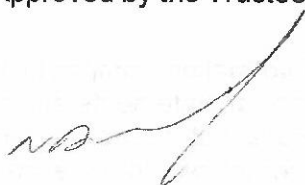
Public Benefit statement

The Trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

Auditors

A resolution to reappoint TC Group will be proposed at the forthcoming Annual General Meeting. This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 4.10.23, and signed on their behalf by Neil MOSCROP as chair.



N Moscrop (Chair)

**IMPACT INITIATIVES
(Limited by Guarantee)**

**Auditors Report
For the Year Ended 31 March 2023**

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IMPACT INITIATIVES

We have audited the financial statements of Impact Initiatives (the 'charitable incorporated organisation') for the year ended 31 March 2023. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable incorporated organisation'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 the requirements of the Companies Act 2006.
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable incorporated organisation 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 incorporated organisation'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 Trustees' 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.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2023

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.

Opinions on other matters 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 Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has 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 charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which 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 Trustees' responsibilities statement, 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 charitable incorporated organisation'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 incorporated organisation or to cease operations, or have no realistic alternative but to do so.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2023

Auditor's responsibilities for the audit of the financial statements

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the Trustees and other management (as required by auditing standards), and discussed with the Trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**Auditors Report
For the Year Ended 31 March 2023**

- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, 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 charitable company's members 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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
For and on behalf of TC Group
Statutory Auditors
Office: Steyning

Dated: 24 October 2023

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2023

| | Notes | Unrestricted | Restricted | 2023 Total Funds | 2022 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 26,956 | 93,652 | 120,608 | 98,833 |
| Activities for raising funds | 5 | 195,574 | - | 195,574 | 138,475 |
| Charitable activities | 6 | 2,268,446 | 80,661 | 2,349,107 | 2,265,373 |
| Investment Income | | 952 | - | 952 | 21 |
| Other Income | | - | 564 | 564 | - |
| Total income | | <u>2,491,928</u> | <u>174,877</u> | <u>2,666,805</u> | <u>2,502,702</u> |
| EXPENDITURE on: | | | | | |
| | 7 | | | | |
| Raising funds | | 33,725 | - | 33,725 | 31,136 |
| Charitable activities | | <u>2,506,777</u> | <u>181,678</u> | <u>2,688,455</u> | <u>2,354,074</u> |
| Total expenditure | | <u>2,540,502</u> | <u>181,678</u> | <u>2,722,180</u> | <u>2,385,210</u> |
| Transfer of Net Assets from Safety Net | 26 | - | 40,651 | 40,651 | - |
| Net income/(expenditure) and net movement in funds for the year | | (48,574) | 33,850 | (14,724) | 117,492 |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>590,563</u> | <u>56,783</u> | <u>647,346</u> | <u>529,854</u> |
| Total funds carried forward | 20 | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> | <u>647,346</u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

IMPACT INITIATIVES
(Limited by Guarantee)

Balance Sheet at 31 March 2023

| | Notes | 2023 | 2022 |
|-------------------------------------|-----------|------------------|------------------|
| | | £ | £ |
| FIXED ASSETS | | | |
| Tangible assets | 15 | 572,878 | 605,428 |
| CURRENT ASSETS | | | |
| Debtors | 16 | 109,575 | 92,888 |
| Cash at bank | | <u>503,718</u> | <u>471,930</u> |
| | | 613,293 | 564,818 |
| CREDITORS | | | |
| Amounts falling due within one year | 17 | <u>(175,516)</u> | <u>(137,153)</u> |
| NET CURRENT ASSETS | | <u>437,777</u> | <u>427,665</u> |
| TOTAL ASSETS | | <u>1,010,655</u> | <u>1,033,093</u> |
| CREDITORS | | | |
| Amounts falling due after one year | 18 | <u>(378,033)</u> | <u>(385,747)</u> |
| NET ASSETS | | <u>632,622</u> | <u>647,346</u> |
| The funds of the charity: | | | |
| Unrestricted income funds | 20 | 541,989 | 590,563 |
| Restricted income funds | 20 | <u>90,633</u> | <u>56,783</u> |
| Total charity funds | | <u>632,622</u> | <u>647,346</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 21 to 33 form part of these accounts

Approved by the Trustees on and signed on their behalf by;



4.10.23

N D Moscrop
Chair

IMPACT INITIATIVES
(Limited by Guarantee)

Company number 1402692

Statement of Cash Flows
For the year ended 31 March 2023

| | Notes | 2023 | | 2022 | |
|---|-----------------|------------------------|------------------|-------------------------|-------------------------|
| | | £ | | £ | |
| Net cash inflow/(outflow) from operating activities | 24 | <u>6,546</u> | | <u>181,974</u> | |
| Cash flows from investing activities | | | | | |
| Proceeds from sale of fixed asset | 15,000 | | - | | |
| Transfer of Net Assets from Safety Net | 40,651 | | - | | |
| Interest income | 952 | | 21 | | |
| Interest Paid | <u>(21,203)</u> | | <u>(17,846)</u> | | |
| Net cash provided by/ (used in) investing activities | | 35,400 | | (17,825) | |
| Cash flows from financing activities | | | | | |
| Mortgage repayments | <u>(10,158)</u> | | <u>(11,549)</u> | | |
| Net cash provided by financing activities | | <u>(10,158)</u> | | <u>(11,549)</u> | |
| Change in cash and cash equivalents in the year | | <u>31,788</u> | | <u>152,600</u> | |
| Cash and cash equivalents at the beginning of the year | | <u>471,930</u> | | <u>319,330</u> | |
| Cash and cash equivalents at the end of the year | | <u>503,718</u> | | <u>471,930</u> | |
| Analysis of cash and cash equivalents | | At 1 April 2022 | Cash flow | Non-cash changes | At 31 March 2023 |
| | | £ | £ | £ | £ |
| Cash at bank and in hand | | <u>471,930</u> | <u>31,788</u> | - | <u>503,718</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern, this takes into account any known impact of the Covid 19 pandemic.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised. The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them.

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| Asset Category | Annual rate |
|-----------------------|--------------------|
| Freehold property | 2% |
| Computer equipment | 33.3% |
| Motor vehicles | 10% |

i) Operating leases

Rental costs under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

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

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2023, the membership was 20 (2022 - 19).

The Charity is under the control of the Trustees.

4 VOLUNTARY INCOME

| | Unrestricted | Restricted | 2023 Total | 2022 Total |
|-----------|---------------|---------------|----------------|---------------|
| | £ | £ | funds | funds |
| | | | £ | £ |
| Donations | 1,638 | 28,202 | 29,840 | 29,235 |
| Grants | <u>25,318</u> | <u>65,450</u> | <u>90,768</u> | <u>69,598</u> |
| | <u>26,956</u> | <u>93,652</u> | <u>120,608</u> | <u>98,833</u> |

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

| | Unrestricted | Restricted | 2023 Total | 2022 Total |
|-----------------------------|----------------|------------|----------------|----------------|
| | £ | £ | funds | funds |
| | | | £ | £ |
| Accommodation and room hire | 47,006 | - | 47,006 | 42,320 |
| Fees for services | 87,860 | - | 87,860 | 65,648 |
| Catering receipts | 60,708 | - | 60,708 | 25,302 |
| Fundraising events | <u>-</u> | <u>-</u> | <u>-</u> | <u>5,205</u> |
| | <u>195,574</u> | <u>-</u> | <u>195,574</u> | <u>138,475</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

6 INCOME FROM CHARITABLE ACTIVITIES

| | 2023 Total | 2022 Total |
|--------------------------------|------------------|------------------|
| | £ | £ |
| Age UK | - | 6,250 |
| Aldingbourne Trust | 170,622 | 162,497 |
| Brighton & Hove City Council | 846,378 | 827,041 |
| Childrens Social Work Services | - | - |
| Children in Need | 38,069 | 34,733 |
| Horsham District Council | - | 2,500 |
| London Leaning Consortium | 11,648 | 8,731 |
| Sussex Community Foundation | 76,863 | 71,500 |
| West Sussex County Council | 259,646 | 251,829 |
| NHS Sussex ICB | 2,140 | - |
| NHS East Sussex CCG | 75,000 | 70,000 |
| Pohwer | 48,960 | 48,960 |
| Housing Support | 132,338 | 132,338 |
| Rent and amenities | 674,511 | 637,858 |
| Client contributions | 12,932 | 11,136 |
| | <u>2,349,107</u> | <u>2,265,373</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

| | Staff Costs | Depreciation | Other Costs | 2023 Total | 2022 Total |
|---------------------------------|------------------|---------------|------------------|------------------|------------------|
| | £ | £ | £ | £ | £ |
| Costs of raising funds | | | | | |
| Voluntary income | - | - | 12,308 | 12,308 | 13,038 |
| Financing Costs | - | - | 21,203 | 21,203 | 17,846 |
| Fundraising trading | - | - | 214 | 214 | 252 |
| Total costs of generating funds | - | - | <u>33,725</u> | <u>33,725</u> | <u>31,136</u> |
| Charitable activities | | | | | |
| Activities undertaken directly | 1,290,062 | - | 579,160 | 1,869,222 | 1,580,453 |
| Payments to partners | - | - | 436,437 | 436,437 | 432,286 |
| Support costs | <u>261,689</u> | <u>19,449</u> | <u>92,347</u> | <u>373,485</u> | <u>331,903</u> |
| Total charitable activities | <u>1,551,751</u> | <u>19,449</u> | <u>1,107,944</u> | <u>2,679,144</u> | <u>2,344,642</u> |
| Governance costs | - | - | <u>9,311</u> | <u>9,311</u> | <u>9,432</u> |
| Total resources expended | <u>1,551,751</u> | <u>19,449</u> | <u>1,150,980</u> | <u>2,722,180</u> | <u>2,385,210</u> |

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relates to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

| | Cost of raising funds | Charitable activities | Govern-ance Costs | 2023 Total | 2022 Total |
|---------------------------|-----------------------|-----------------------|-------------------|----------------|----------------|
| | £ | £ | £ | £ | £ |
| Human resources | 3,242 | 257,552 | 895 | 261,689 | 219,604 |
| Establishment costs | 877 | 69,673 | 242 | 70,792 | 78,122 |
| Office and administration | <u>508</u> | <u>40,356</u> | <u>140</u> | <u>41,004</u> | <u>34,177</u> |
| | <u>4,627</u> | <u>367,581</u> | <u>1,277</u> | <u>373,485</u> | <u>331,903</u> |

All support costs are based on a project by project management review of estimated usage of central staff time.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

9 NET INCOME/(EXPENDITURE) FOR THE YEAR

| | 2023 £ | 2022 £ |
|--|----------------|----------------|
| This is stated after charging: | | |
| Depreciation of tangible fixed assets | 19,449 | 22,761 |
| Auditors' remuneration | 9,311 | 9,432 |
| Amounts payable under operating leases, land and buildings | <u>282,752</u> | <u>263,650</u> |

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

| | 2023 £ | 2022 £ |
|-----------------------|------------------|------------------|
| Salaries | 1,412,290 | 1,232,856 |
| Social security costs | 113,561 | 90,677 |
| Pension contributions | <u>25,900</u> | <u>21,903</u> |
| | <u>1,551,751</u> | <u>1,345,436</u> |

One employee received remuneration in excess of £60,000 (2022 - 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £82,360 (2021 - £73,996).

None of the Trustees received remuneration from the charity during the year (2022 – £nil). A total of £393 was paid to Trustees during the year as reimbursement of travel expenses (2022 – £71). No amounts were due to or from the Trustees at the balance sheet date (2022 - £nil).

11 STAFF NUMBERS

The average monthly head count was 101 staff (2022 - 90 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

| | 2023 Number | 2022 Number |
|----------------|----------------|----------------|
| Administration | 6 | 6 |
| Project staff | <u>46</u> | <u>39</u> |
| | <u>52</u> | <u>45</u> |

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £12,074 (2022 - £10,445).

12 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year to report.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

During the year the charity received no funding through the Coronavirus Job Retention Scheme (2022-£2,150).

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010. It does have some non-primary purpose trading income which falls above the small trading threshold and is liable to corporation tax on any profits made.

15 TANGIBLE FIXED ASSETS

| | Freehold Property | Motor Vehicles | Computer Equipment | Bike 2 Work | Totals |
|---------------------------------|-------------------|----------------|--------------------|--------------|----------------|
| | £ | £ | £ | £ | £ |
| COST | | | | | |
| At April 1 2022 | 752,550 | 77,102 | 18,170 | - | 847,822 |
| Additions | - | - | - | 1,335 | 1,335 |
| Disposals | - | (36,090) | (18,170) | - | (54,260) |
| At 31 March 2023 | <u>752,550</u> | <u>41,012</u> | <u>-</u> | <u>1,335</u> | <u>794,897</u> |
| ACCUMULATED DEPRECIATION | | | | | |
| At April 1 2022 | 190,267 | 33,957 | 18,170 | - | 242,394 |
| Charge for year | 15,051 | 4,101 | - | 297 | 19,449 |
| Disposals | - | (21,654) | (18,170) | - | (39,824) |
| At 31 March 2023 | <u>205,318</u> | <u>16,404</u> | <u>-</u> | <u>297</u> | <u>222,019</u> |
| NET BOOK VALUES | | | | | |
| At 31 March 2023 | <u>547,232</u> | <u>24,608</u> | <u>-</u> | <u>1,038</u> | <u>572,878</u> |
| At 31 March 2022 | <u>562,283</u> | <u>43,145</u> | <u>-</u> | <u>-</u> | <u>605,428</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

16 DEBTORS

| | 2023 | 2022 |
|----------------|----------------|---------------|
| | £ | £ |
| Debtors | 74,918 | 66,878 |
| Other debtors | 2,022 | 3,105 |
| Prepayments | 17,467 | 3,650 |
| Accrued Income | <u>15,168</u> | <u>19,255</u> |
| | <u>109,575</u> | <u>92,888</u> |

17 CREDITORS: Amounts falling due within one year

| | 2023 | 2022 |
|---|----------------|----------------|
| | £ | £ |
| Deferred income (see note 19) | 48,566 | 26,028 |
| Creditors and accruals | 77,587 | 55,956 |
| VAT | 10,316 | 8,081 |
| Mortgage | 8,745 | 11,549 |
| Income tax and social security payments | <u>30,302</u> | <u>35,539</u> |
| | <u>175,516</u> | <u>137,153</u> |

18 CREDITORS: Amounts falling due after one year

| | 2023 | 2022 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Mortgage – repayable within: | | |
| 1 to 2 years | 8,745 | 12,018 |
| 2 to 5 years | 30,811 | 39,378 |
| Over 5 years | <u>338,477</u> | <u>334,351</u> |
| | <u>378,033</u> | <u>385,747</u> |

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road. The mortgage was renegotiated during the year and was fixed at 7.05% for 5 years.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

| | 2023 |
|----------------------------------|---------------|
| | £ |
| Deferred income at 1 April 2022 | 26,028 |
| Released in the year | (26,028) |
| Deferred in the year | <u>48,566</u> |
| Deferred income at 31 March 2023 | <u>48,566</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

| | Balance at 1 April 2022 | Incoming Resources | Outgoing Project Costs | Support Costs | Transfers | Balance at 31st March 2023 |
|-------------------------|----------------------------|-----------------------|------------------------------|------------------|-----------|----------------------------------|
| | £ | £ | £ | £ | £ | £ |
| General fund | 576,299 | 19,243 | (318,454) | 261,879 | (11,238) | 527,729 |
| Hop50+ | - | 101,062 | (260,525) | (39,229) | 198,692 | - |
| Ageing Well | - | 783,425 | (548,846) | (22,625) | (211,954) | - |
| Food | - | - | - | - | - | - |
| Access | - | 48,302 | (46,561) | (4,742) | 3,001 | - |
| Advocacy | - | 266,667 | (258,327) | (25,833) | 17,493 | - |
| Advocacy Brighton | - | 48,960 | (48,487) | (4,849) | 4,376 | - |
| Aspie Trainers | - | 13,845 | (5,149) | (2,441) | (6,255) | - |
| Workability West Sussex | - | 170,623 | (141,127) | (21,169) | (8,327) | - |
| Wasp | - | 12,486 | (12,994) | (11,035) | 11,543 | - |
| YPC | - | 219,307 | (205,042) | (25,471) | 11,206 | - |
| Stopover | - | 808,008 | (694,986) | (104,485) | (8,537) | - |
| | <u>576,299</u> | <u>2,491,928</u> | <u>(2,540,498)</u> | - | - | <u>527,729</u> |
| IT Replacement fund | 9,294 | - | (4) | - | - | 9,290 |
| Dilapidation fund | 4,970 | - | - | - | - | 4,970 |
| | <u>590,563</u> | <u>2,491,928</u> | <u>(2,540,502)</u> | - | - | <u>541,989</u> |

The General fund is funded by income from the charity's projects. The Trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

**IMPACT INITIATIVES
(Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023**

20 ANALYSIS OF CHARITABLE FUNDS – *continued*

Analysis of movements in restricted funds

| | Balance at 1st April 2022 | Incoming Re- sources | Outgoing Project Costs | Other Gains and Losses | Balance at 31 st March 2023 |
|-------------------------|------------------------------|----------------------------|------------------------------|------------------------------|---|
| | £ | £ | £ | £ | £ |
| Hop50+ | - | 3,207 | (1,000) | | 2,207 |
| Day Centre Fund | 34,742 | 564 | (4,101) | | 31,205 |
| Aspie Trainers | 7,617 | 11,648 | (19,265) | | - |
| Advocacy | - | 58,300 | (29,150) | | 29,150 |
| Wasp | - | 60,576 | (60,576) | | - |
| Safety Net | - | 33,592 | (54,786) | 40,651 | 19,457 |
| YPC | 5,500 | 1,000 | (6,500) | | - |
| YPC Restoration Fund | 8,924 | 2,500 | (3,110) | | 8,314 |
| Stopover | - | 3,490 | (3,190) | - | 300 |
| | <u>56,783</u> | <u>174,877</u> | <u>(181,678)</u> | <u>40,651</u> | <u>90,633</u> |

Restricted funds are funds that can only be used for specific purposes within a particular service.

HOP50+ balance is made up of specific fundraising for the HOP 50+ Café and centre

The Day Centre Fund is minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.

The ASPIE Trainers comprises grant income from London learning consortium which was fully spent during the year

Stopover consist of donations during the year.

Advocacy is a grant from the Henry Smith Foundation spanning 3 years, the 2nd grant instalment fell on 31st March 2023 but is for the Apr-Set 2023 period.

The Wasp restricted fund consisted of a grant from Children in Need, funds received from City Academy, Whitehawk and £20,000 was kindly donated by Space Doctors a Hove based semiotics company. The remainder consists of fundraising or donations income.

The YPC Restoration Fund is a grant from Garfield Weston Memorial Fund which was awarded to renovate the building on Ship Street and subsequent fundraising specific for the building.

Safety Net comprises the total funds transferred at the merger date 31st December 2022 with all other income raised since that date for Safety Net.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | Restricted Funds | 2023 Total | 2022 Total |
|---|-----------------------|---------------------|----------------|----------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2023 are represented by: | | | | |
| Tangible fixed assets | 548,270 | 24,608 | 572,878 | 605,428 |
| Net current assets/(liabilities) | <u>(6,281)</u> | <u>66,025</u> | <u>59,744</u> | <u>41,918</u> |
| | <u>541,989</u> | <u>90,633</u> | <u>632,622</u> | <u>647,346</u> |

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2022, the charity was committed to making the following payments:

| | 2023 £ | 2022 £ |
|--------------------------------|---------------|---------------|
| Operating leases which expire: | | |
| Within one year | 16,746 | 16,746 |
| Between 2 and 5 years | <u>16,746</u> | <u>-</u> |
| | <u>33,492</u> | <u>16,746</u> |

The charity has rental commitments on seven houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £7,394 (2022 - £nil). Contributions paid during the year amounted to £62,743 (2022 - £64,412)

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2023 £ | 2022 £ |
|--|---------------|----------------|
| Net movement in funds | (14,724) | 117,492 |
| Add back depreciation charge | 19,449 | 22,761 |
| Deduct interest income shown in investing activities | (952) | (21) |
| Transfer of Net Assets from Safety Net | (40,651) | - |
| Profit on disposal of asset | 546 | - |
| (Increase)/decrease in debtors | (16,687) | 4,792 |
| Increase/(decrease) in creditors | 38,362 | 19,104 |
| Finance cost | <u>21,203</u> | <u>17,846</u> |
| Net cash used in operating activities | <u>6,547</u> | <u>181,974</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2023

25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2022

| | Notes | Unrestricted | Restricted | 2022 Total Funds | 2021 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 36,899 | 61,934 | 98,833 | 246,200 |
| Activities for raising funds | 5 | 137,565 | 910 | 138,475 | 69,990 |
| Charitable activities | 6 | 2,221,909 | 43,464 | 2,265,373 | 2,160,225 |
| Investment Income | | 21 | - | 21 | 28 |
| Total income | | <u>2,396,394</u> | <u>106,308</u> | <u>2,502,702</u> | <u>2,476,443</u> |
| EXPENDITURE on: | | | | | |
| | 7 | | | | |
| Raising funds | | 31,136 | - | 31,136 | 21,189 |
| Charitable activities | | <u>2,239,071</u> | <u>115,003</u> | <u>2,354,074</u> | <u>2,365,924</u> |
| Total expenditure | | <u>2,270,207</u> | <u>115,003</u> | <u>2,385,210</u> | <u>2,387,113</u> |
| Net income/(expenditure) and net movement in funds for the year | | 126,187 | (8,695) | 117,492 | 89,330 |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>464,376</u> | <u>65,478</u> | <u>529,854</u> | <u>440,524</u> |
| Total funds carried forward | 20 | <u>590,563</u> | <u>56,783</u> | <u>647,346</u> | <u>529,854</u> |

26 MERGER WITH SAFETY NET

During the year Impact Initiatives merged with Safety Net (charity number 1108772). The net assets of Safety Net totalling £40,651 were transferred to Impact Initiatives and recognised through the Statement of Financial Activities on page 17. As part of the agreement, the funds transferred were to be restricted to the charitable activities of Safety Net, and therefore have been recognised in the SOFA as Restricted Funds.

IMPACT INITIATIVES

England & Wales - Charity number 276669

Accounts



Company number: 1402692

Charity number: 276669

Impact Initiatives
(A company limited by guarantee)
Annual Report and
Financial Statements – 31 March 2022

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2022

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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-------------------------|---|
| | |
| TRUSTEES | Neil Moscrop (Chair) Amanda Mortensen (Resigned 07.12.21) Cathy Bunker Joseph Miller (Resigned 09.04.22) Leo Jago Ron Jenkins Simon Knight DL |
| | Shuvarthi Bhattacharjee (Appointed 05.07.22) Carly Bunker (Appointed 05.07.22) |
| CHIEF EXECUTIVE OFFICER | Caroline Ridley |
| COMPANY SECRETARY | Emily Squires |
| REGISTERED OFFICE | 19 Queens Road Brighton BN1 3XA |
| STATUTORY AUDITORS | TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN |
| SOLICITORS | Coffin Mew 11 Prince Albert Street Brighton BN1 1HE |
| MAIN BANKERS | Bank of Scotland First Floor 8 Lochside Avenue Edinburgh EH12 9DJ |
| CHARITY NUMBER | 276669 |
| COMPANY NUMBER | 1402692 |

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2022 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 2015).

CHAIR'S REPORT

Impact Initiatives was set up 44 years ago as an innovative initiative through Brighton Free Church. A partnership that included other churches, universities and councils was developed in the area, as they all wanted to support local people in need and knew this could be most effectively done through pooling resources and skills. The organisation now works independently but the original remit of 'filling the gaps in statutory services' is as relevant today as it has always been.

Today Impact Initiatives manages services in Sussex for all ages; the services are all designed to bring people the support they need to live healthy and fulfilling lives through providing the right people at the right time, and through leading collaborative working to create and deliver services.

The current services cover two overarching strategic work areas:

- Children and Young People
- Adults and Older People

This year has been one of embedding some of the new ways of working we developed through the Coronavirus pandemic and returning to other delivery as it was before. It has been a year of looking forward and focussing on implementing our strategy for business growth. We worked with over 8,000 people, which is a significant increase on last year and across most of our services.

The reduced Coronavirus restrictions allowed our larger events to go ahead again including the Ageing Well Festival. Both the Hop 50+ and our Young People's centre opened to larger groups of people and the Self Advocacy Groups were able to meet in person again. At the year-end we employed 85 permanent staff, a decrease of 13% on last year. 22 were full time and 63 were part time.

Coronavirus continued to affect our finances particularly as restrictions meant lower numbers in our café and in person activities for older people for part of the year. However, we have been successful in applying for new funding for our innovation in services to continue to meet the needs of existing and new service users.

A feature of much of our work is that it is set against time limited funding. Whilst this does bring risk from our competitors for some services, it also brings opportunities to bid for work new to the organisation and to bring innovation in how services can best be developed and delivered.

Our track record in sustaining services remains very sound, and we have built our reserves to minimise the potential impact of any funding reductions. Several of our services are interlinked and so growth or reduction in one can have a knock-on effect on others. Trustees would only consider the loss of any of our services as a last resort, and so have on occasion supported services from reserves in the short term whilst alternative funding is sought.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

We remain confident that the considerable effort being put into expansion, working collaboratively with statutory and voluntary organisations and local businesses, plus continued development in those work areas which we have a reputation to be extremely proud of, will see Impact Initiatives continue to thrive.

Neil Moscrop

Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefits of the inhabitants of Sussex and surrounding areas. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

We do this through:

Children and Young People's Services

These provide safe places including housing where children and young people can get advice and guidance, learn new skills such as cooking, managing money, develop strategies for managing anxiety and increase their self-confidence and esteem. The services are unique and innovative and often provide a break from extremely difficult lives, with adults who will truly listen and understand and so can help children and young people to create a positive future for themselves.

Adults' and Older People's Services

Our services help people achieve independence through training, advocacy, one-to-one and group support. We provide specialist employment support and advocacy services which help people to be heard, find secure employment, and feel valued for their skills. We also support people on a low income to access food for themselves and their families.

Impact lead the Citywide Ageing Well service in Brighton and Hove sub-contracting to nine other organisations to provide a comprehensive easy to access range of activities information and advice.

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children and Young People

Stopover - Supported housing for young women. We provide a safe place where young women can start to build their lives and work towards independence. This is across 9 houses which provide a pathway from high to low level support and includes two houses for young women with babies

WASP - (Whitehawk After School Project) An After School Club and Summer Holiday Play scheme in Whitehawk which is recognised as one of the UK's more deprived areas. We provide places where children can meet their friends, learn new skills and have a great time.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

YPC - (Young People's Centre) Our centre provides office and meeting space for statutory and voluntary sector organisations who support young people in Brighton and Hove. Our own Youth Work Team also deliver one-to-one and small group support from here focussing on specific issues. In addition, our online counselling and youth work teams who work across East Sussex are also based at the YPC.

Adults and older people

Advocacy Services - Provide a voice to adults with Asperger's, physical and learning disabilities acquired brain injury or sensory impairments. We do this through one-to-one advocacy, including for people with learning disabilities who are going through child care proceedings and by supporting self-advocacy groups.

Ageing Well - Impact provides leadership and overall management of a partnership of ten organisations developing and delivering support, advice and activities across Brighton and Hove.

We also provide the Hop 50+ Cafe and a wide range of activities, two Single Points of Contact for enquiries regarding older people's services and support, (one specifically for people living with dementia), Outreach services, Nutrition advice and support and produce the annual Ageing Well Festival.

Aspie Trainers - We support the Aspie Trainers service which delivers bespoke autism training from a first-person perspective to businesses, schools and charities.

Food Support - Developed to address needs arising during the Coronavirus pandemic but which have remained, we distribute funds and food alongside support to access food through delivery or other support services.

Workability - Provides individualised one-to-one support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury to identify their skills and find and maintain the right employment for them.

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the Trustees and management undertook to:

- **Ensure transition through Coronavirus**
To follow government guidelines and ensure we could respond and flex to provide ongoing support for our service users as these changed.
- **Further develop the five-year Business Plan inclusive of requirements and effects of Covid 19 on our service delivery**
To ensure we remained aligned with local and national guidelines and regulations as well as the needs and preferences of our service users. To also work with partners to ensure best use of skills networks and resources.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

- **To further explore how we make best use of our assets and our approach to building unrestricted reserves**
Through ongoing development of our options on current use of our buildings to ensure we bring the best value possible to the organisation.
- **To continue to seek new opportunities**
Including widening the geographical reach of specific services.
- **To continue to review our board membership to reflect the needs of the five-year plan and to ensure diversity**
To build on the strengths of our current Board of Trustees and actively seek others to fill any gaps identified including recognising the need for diversity within the Board of Trustees.

How the year compared to the plans and aspirations?

We have remained focussed on our business plan throughout a further unprecedented year that Coronavirus presented us with. We have developed all areas of the business, moving to a hybrid of online and face-to-face service delivery. Towards the end of the year we increased our face-to-face work while reducing our online services although preserving the value and learning from this way of supporting people where that was more appropriate. We have stepped in to fill gaps identified as needed through working with our statutory and voluntary sector partners.

We have progressed delivery of our Funding and Income Generation Strategy and implementation plan which brings clarity and innovation to building our free reserves. This included reviewing the organisations use of our physical assets, including buildings, and investing in bringing improvements to these to maximise value and income.

We have sought and developed opportunities for new work which will be ongoing. We have taken learning and new ways of working and embedding some into our ongoing service delivery

We have further developed our investment in identifying gaps in our diversity and inclusion across the organisation including at Board level. Policies, documents including those used for recruitment have been amended in line with research and learning and we have reviewed our branding and appearance of the organisation to reflect this.

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's services:

- Second stage building works were completed at the YPC increasing the positive and efficient environment. New and additional in-person small group work was developed and delivered.
- Despite staff shortages through Coronavirus WASP exceeded their target number of children by 20%.
- Stopover opened house number nine and acquired a further property which will be developed into Stopover ten and expand the service into West Sussex.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

Adults and Older People

- The Advocacy service secured three-year funding to expand the work with parents with learning disabilities who are going through child care proceedings.
- The Ageing Well Single Point of Contact supported double the expected number of older people.
- Despite many companies still recovering from the effects of Coronavirus, Workability almost doubled the number of people supported into paid work this year. They supported 60 people with physical or sensory impairments into paid work and a further 10 into training or voluntary work.

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

- Working with children in the WASP after school sessions.
- Facilitating group sessions to help young women build their self-esteem.

Adults and older people:

- Volunteer advocates providing one-to-one support to ensure people to have a voice in issues including housing and work.
- Delivering food to people in urgent need and unable to shop
- Providing Tech Buddy support and facilitating group activities for older people

Other volunteer support

Informal volunteers and support provided by local businesses, helped us to fundraise; design marketing materials and build a bank of images to use to promote the organisation and provide events in the Ageing Well Festival.

Our Trustees worked over 400 hours through attending board and finance committee meetings, and external networking to raise the profile of the organisation and encourage new supporters. Trustees were also involved in planning and implementing our risk assessing and response to Coronavirus across the organisation.

FINANCIAL REVIEW

Income increased during the year to £2,502,702 from £2,476,443 in 2021/22. This increase can be attributed to a new stopover house that was opened during the year, and the cafes and services slowly getting back up to capacity after some coronavirus restrictions ended. There was also further grant income received for ASPIE trainers and the food access scheme.

At the beginning of the 2021/22 year a deficit of £2,355 was forecast. The actual result was a surplus of £117,492. The Improvement during the year was largely due to extra grant income and increase in variable income as mentioned, and due to cost savings and timing of expenditure during the year.

At the beginning of the financial year 2022/23 a deficit of £51,688 was budgeted. This is based on confirmed income at the beginning of the year and a prudent budget for expenditure.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

The charity remains positive in its search for new funding and will consider working with partners without compromising its financial integrity. Rigorous cost control remains in place in all of our projects.

We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives of Impact Initiatives whilst support those of the city, district and county councils and trusts.

Policy on reserves and reserves held

Impact Initiatives aims to establish liquid reserves at a level that would represent at least three months' overall running costs, in addition to the security of its freehold premises in Ship Street. This amounts to approximately £554,261. This will enable the charity to cope with any periods of unexpected turbulence and have the flexibility to undertake research and other types of work to further its aims in the future. Financial policies and procedures form the framework upon which decisions for expenditure are made.

At the end of the year the free reserves, as defined by the Charity Commission, showed a surplus of £370,882. This figure is derived from the General unrestricted funds of £590,563 plus the mortgage on the property of £385,747, less the net book value of our assets, £605,428.

Although the strategy is to continue to build reserves through planned operating surpluses, the Trustees are aware that it may take a little longer during the next few years whilst the financial situation is unstable.

Going concern and cash flow

Although Impact Initiatives have made a surplus in this financial year, we are forecasting a deficit for 2022/23, there are steps being taken and funding opportunities being sought to improve the result as the year progresses, the Trustees are confident that going forward there will be a return to an operating surplus in the future.

Going concern has been reviewed in detail in light of the uncertainty relating to Coronavirus. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the Trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The Trustees expect liabilities to be met as they arise. The position is reviewed on a month by month basis, and should this situation change then the Trustees would take the appropriate steps. The Trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in our existing services alongside new projects.

Throughout 2022-2023 we will:

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

- **Further develop the five-year Business Plan** including increasing collaborative working and further developing our income generating services which support our core work.
- **Prepare ourselves for forthcoming commissioning of services**
We will ensure we are in the best position to secure commissioned services, including building on our partnerships for service delivery.
- **Ensure we have the right skills, teams and support within the organisation to most effectively manage and develop our staff teams and services**
We will review and carry out an audit of skills within our Senior Management and Central Support teams to identify any gaps and work to address these.
- **We will continue to seek new opportunities**
This will include widening the geographical reach of specific services.
- **We will continue to review our board membership to reflect the needs of the five-year plan and to ensure diversity**
We will be pro-active in filling gaps identified to build on the strengths of our current Board of Trustees including addressing the need for further diversity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Management Team (MT) conduct the day to day business of the charity, reporting quarterly to the Trustees. A number of Trustees assist the MT either directly or through both long- and short-term working groups.

The Central team provides back-office infrastructure support and management, ensuring our services deliver frontline support effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration and fundraising. This is a cost-effective way of the

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

services having consistent professional support and enables them to focus on the service provision.

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of Trustees is ultimately responsible for the organisation. Good governance demands that the Trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The Board of Trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of Trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee.

The Trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The Trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee, which all Trustees are invited to attend, meets as required. In addition, the chair meets regularly with the CEO.

The Trustees set out on page 1 have held office during the whole period from 1 April 2019 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the Trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All Trustees are members.

Recruitment, induction and training of Trustees

Impact Initiatives Diversity and Inclusion policy applies to the recruitment of Trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In these circumstances' individuals with appropriate skills or background would be approached directly. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become Trustees. New Trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the year. All are encouraged to attend the briefing by the Finance Manager and auditors and adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

Our Business continuity plan was tested and proved effective throughout this year when Coronavirus restrictions changed how we could deliver our services. Working from home has continued for some staff with many continuing with hybrid working.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board by the CEO each six months or more often as required. Where risks are identified a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

The Trustees' risk management strategy comprises of the following:

- A six-monthly review of the risks to the charity via the live Risk Register.
- The establishment of systems and procedures that will mitigate risks identified in the review.
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery plans for all aspects of the organisation are reviewed at least annually and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Contracted HR and Health and Safety expertise to oversee all aspects of these areas.
- Impact Initiatives continues to invest in health and safety training and has contractor's Health and Safety scheme (CHAS) accreditation for the whole organisation.

The Trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

The main objectives for this year were to:

- Ensure transition through Coronavirus.
- Further develop the five-year Business Plan inclusive of requirements and effects of Covid 19 on our service delivery.
- Further explore how we make best use of our assets and our approach to building unrestricted reserves.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2022

- To seek new opportunities.
- To review our board membership to reflect the needs of the five-year plan and to ensure diversity.

These have been achieved for the organisation through forward planning, increased networking and profile raising and partnership building

Pay policy for senior staff

The board of directors, who are the charity's Trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

**IMPACT INITIATIVES
(Limited By Guarantee)**

**Trustees Report
For the Year Ended 31 March 2022**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The law applicable to charitable companies in England and Wales requires the Trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

Public Benefit statement

The Trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

Auditors

A resolution to reappoint TC Group will be proposed at the forthcoming Annual General Meeting. This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 30.09.2022, and signed on their behalf by Neil MOSCROP as chair.



N Moscrop (Chair)

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2022

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IMPACT INITIATIVES

We have audited the financial statements of Impact Initiatives (the 'charitable incorporated organisation') for the year ended 31 March 2022. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable incorporated organisation'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; and
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable incorporated organisation 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 incorporated organisation'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 Trustees' 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.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2022

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.

Opinions on other matters prescribed by the Charities Act 2011

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has 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 charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 and the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 Trustees' responsibilities statement, 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 charitable incorporated organisation'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 incorporated organisation or to cease operations, or have no realistic alternative but to do so.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2022

Auditor's responsibilities for the audit of the financial statements

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the Trustees and other management (as required by auditing standards), and discussed with the Trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For the Year Ended 31 March 2022

- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.


Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable incorporated organisation's members, as a body, in accordance with section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable incorporated organisation's members 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 incorporated organisation and the charitable incorporated organisation's members as a body, for our audit work, for this report, or for the opinions we have formed.

TC Group



Mark Cummins FCCA (Senior Statutory Auditor)

For and on behalf of TC Group
Statutory Auditors
Office: Steyning

Dated: 5 October 2022

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2022

| | Notes | Unrestricted | Restricted | 2022 Total Funds | 2021 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 36,899 | 61,934 | 98,833 | 246,200 |
| Activities for raising funds | 5 | 137,565 | 910 | 138,475 | 69,990 |
| Charitable activities | 6 | 2,221,909 | 43,464 | 2,265,373 | 2,160,225 |
| Investment Income | | 21 | - | 21 | 28 |
| Total income | | <u>2,396,394</u> | <u>106,308</u> | <u>2,502,702</u> | <u>2,476,443</u> |
| EXPENDITURE on: | | | | | |
| | 7 | | | | |
| Raising funds | | 31,136 | - | 31,136 | 21,189 |
| Charitable activities | | <u>2,239,071</u> | <u>115,003</u> | <u>2,354,074</u> | <u>2,365,924</u> |
| Total expenditure | | <u>2,270,207</u> | <u>115,003</u> | <u>2,385,210</u> | <u>2,387,113</u> |
| Net income/(expenditure) and net movement in funds for the year | | | | | |
| | | 126,187 | (8,695) | 117,492 | 89,330 |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>464,376</u> | <u>65,478</u> | <u>529,854</u> | <u>440,524</u> |
| Total funds carried forward | 20 | <u>590,563</u> | <u>56,783</u> | <u>647,346</u> | <u>529,854</u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

IMPACT INITIATIVES
(Limited by Guarantee)

Balance Sheet at 31 March 2022

| | Notes | | 2022 | | 2021 |
|---|-----------|------------------|------------------|------------------|------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 15 | | 605,428 | | 628,189 |
| CURRENT ASSETS | | | | | |
| Debtors | 16 | 92,888 | | 97,680 | |
| Cash at bank | | <u>471,930</u> | | <u>319,330</u> | |
| | | 564,818 | | 417,010 | |
| CREDITORS Amounts falling due within one year | 17 | <u>(137,153)</u> | | <u>(118,049)</u> | |
| NET CURRENT ASSETS | | | <u>427,665</u> | | <u>298,961</u> |
| TOTAL ASSETS | | | <u>1,033,093</u> | | <u>927,150</u> |
| CREDITORS Amounts falling due after one year | 18 | | <u>(385,747)</u> | | <u>(397,296)</u> |
| NET ASSETS | | | <u>647,346</u> | | <u>529,854</u> |
| The funds of the charity: | | | | | |
| Unrestricted income funds | 20 | | 590,563 | | 464,376 |
| Restricted income funds | 20 | | <u>56,783</u> | | <u>65,478</u> |
| Total charity funds | | | <u>647,346</u> | | <u>529,854</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 19 to 33 form part of these accounts

Approved by the Trustees on 30.09.2022 and signed on their behalf by;



N D Moscrop
Chair

IMPACT INITIATIVES
(Limited by Guarantee)

Company number 1402692

Statement of Cash Flows
For the year ended 31 March 2022

| | Notes | 2022 | | 2021 |
|--|------------------------|------------------------|-------------------------|-------------------------|
| | | £ | | £ |
| Net cash inflow/(outflow) from operating activities | 24 | <u>181,974</u> | | <u>134,299</u> |
| Cash flows from investing activities | | | | |
| Interest income | 21 | | 28 | |
| Interest Paid | <u>(17,846)</u> | | <u>(18,156)</u> | |
| Net cash provided by/ (used in) investing activities | | <u>(17,825)</u> | | <u>(18,128)</u> |
| Cash flows from financing activities | | | | |
| Mortgage | <u>(11,549)</u> | | <u>(11,002)</u> | |
| Net cash provided by financing activities | | <u>(11,549)</u> | | <u>(11,002)</u> |
| Change in cash and cash equivalents in the year | | <u>152,600</u> | | <u>105,169</u> |
| Cash and cash equivalents at the beginning of the year | | 319,330 | | 214,161 |
| Cash and cash equivalents at the end of the year | | <u>471,930</u> | | <u>319,330</u> |
| Analysis of cash and cash equivalents | At 1 April 2021 | Cash flow | Non-cash changes | At 31 March 2022 |
| | £ | £ | £ | £ |
| Cash at bank and in hand | <u>319,330</u> | <u>152,600</u> | - | <u>471,930</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern, this takes into account any known impact of the Covid 19 pandemic.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised. The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them.

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| Asset Category | Annual rate |
|-----------------------|--------------------|
| Freehold property | 2% |
| Computer equipment | 33.3% |
| Motor vehicles | 10% |

i) Operating leases

Rental costs under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

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

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2022, the membership was 19 (2021 - 19).

The Charity is under the control of the Trustees.

4 VOLUNTARY INCOME

| | Unrestricted | Restricted | 2022 Total | 2021 Total |
|-----------|---------------|---------------|---------------|----------------|
| | £ | £ | funds | funds |
| | £ | £ | £ | £ |
| Donations | 6,642 | 22,593 | 29,235 | 28,819 |
| Grants | <u>30,257</u> | <u>39,341</u> | <u>69,598</u> | <u>217,381</u> |
| | <u>36,899</u> | <u>61,934</u> | <u>98,833</u> | <u>246,200</u> |

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

| | Unrestricted | Restricted | 2022 Total | 2021 Total |
|-----------------------------|----------------|------------|----------------|---------------|
| | £ | £ | funds | funds |
| | £ | £ | £ | £ |
| Accommodation and room hire | 42,320 | - | 42,320 | 34,510 |
| Fees for services | 65,648 | - | 65,648 | 25,236 |
| Catering receipts | 25,302 | - | 25,302 | 7,687 |
| Fundraising events | <u>4,295</u> | <u>910</u> | <u>5,205</u> | <u>2,557</u> |
| | <u>137,565</u> | <u>910</u> | <u>138,475</u> | <u>69,990</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

6 INCOME FROM CHARITABLE ACTIVITIES

| | 2022 Total | 2021 Total |
|--|------------------|------------------|
| | £ | £ |
| Age UK | 6,250 | 27,880 |
| Aldingbourne Trust | 162,497 | 159,703 |
| Brighton & Hove City Council | 827,041 | 754,559 |
| Brighton & Hove Clinical Commissioning Group | - | 9,800 |
| Childrens Social Work Services | - | 250 |
| Children in Need | 34,733 | 37,366 |
| Horsham District Council | 2,500 | 12,500 |
| London Leaning Consortium | 8,731 | - |
| Sussex Community Foundation | 71,500 | 71,500 |
| West Sussex County Council | 251,829 | 277,554 |
| National Lottery – Homeless Link | - | 50,500 |
| NHS East Sussex CCG | 70,000 | 70,000 |
| Pohwer | 48,960 | 48,960 |
| Housing Support | 132,338 | 132,338 |
| Rent and amenities | 637,858 | 502,999 |
| Client contributions | 11,136 | 4,316 |
| | <u>2,265,373</u> | <u>2,160,225</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

| | Staff Costs £ | Depreciation £ | Other Costs £ | 2022 Total £ | 2021 Total £ |
|-------------------------------------|---------------------|-------------------|---------------------|--------------------|--------------------|
| Costs of raising funds | | | | | |
| Voluntary income | - | - | 13,038 | 13,038 | 2,781 |
| Financing Costs | - | - | 17,846 | 17,846 | 18,156 |
| Fundraising trading | - | - | <u>252</u> | <u>252</u> | <u>252</u> |
| Total costs of generating funds | - | - | <u>31,136</u> | <u>31,136</u> | <u>21,189</u> |
| Charitable activities | | | | | |
| Activities undertaken directly | 1,125,832 | - | 454,621 | 1,580,453 | 1,652,195 |
| Payments to partners | - | - | 432,286 | 432,286 | 401,766 |
| Support costs | <u>219,604</u> | <u>22,761</u> | <u>89,538</u> | <u>331,903</u> | <u>303,580</u> |
| Total charitable activities | <u>1,345,436</u> | <u>22,761</u> | <u>976,445</u> | <u>2,344,642</u> | <u>2,357,541</u> |
| Governance costs | - | - | <u>9,432</u> | <u>9,432</u> | <u>8,383</u> |
| Total resources expended | <u>1,345,436</u> | <u>22,761</u> | <u>1,017,013</u> | <u>2,385,210</u> | <u>2,387,113</u> |

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relates to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

| | Cost of raising funds £ | Charitable activities £ | Govern- ance Costs £ | 2022 Total £ | 2021 Total £ |
|---------------------------|----------------------------------|-------------------------------|-------------------------------|-----------------|-----------------|
| Human resources | 2,869 | 215,866 | 869 | 219,604 | 188,566 |
| Establishment costs | 1,021 | 76,792 | 309 | 78,122 | 78,937 |
| Office and administration | <u>446</u> | <u>33,596</u> | <u>135</u> | <u>34,177</u> | <u>36,077</u> |
| | <u>4,336</u> | <u>326,254</u> | <u>1,313</u> | <u>331,903</u> | <u>303,580</u> |

All support costs are based on a project by project management review of estimated usage of central staff time.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

9 NET INCOME/(EXPENDITURE) FOR THE YEAR

| | 2022 | 2021 |
|--|----------------|----------------|
| | £ | £ |
| This is stated after charging: | | |
| Depreciation of tangible fixed assets | 22,761 | 23,181 |
| Auditors' remuneration | 9,432 | 8,383 |
| Amounts payable under operating leases, land and buildings | <u>263,650</u> | <u>204,942</u> |

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

| | 2022 | 2021 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Salaries | 1,232,856 | 1,254,084 |
| Social security costs | 90,677 | 86,619 |
| Pension contributions | <u>21,903</u> | <u>20,682</u> |
| | <u>1,345,436</u> | <u>1,361,385</u> |

One employee received remuneration in excess of £60,000 (2021 - 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £73,996 (2021 - £71,133).

None of the Trustees received remuneration from the charity during the year (2021 – £nil). A total of £71 was paid to Trustees during the year as reimbursement of travel expenses (2021 – £nil). No amounts were due to or from the Trustees at the balance sheet date (2021 - £nil).

11 STAFF NUMBERS

The average monthly head count was 90 staff (2021 - 104 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

| | 2022 | 2021 |
|----------------|-----------|-----------|
| | Number | Number |
| Administration | 6 | 5 |
| Project staff | <u>39</u> | <u>46</u> |
| | <u>45</u> | <u>51</u> |

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £10,445 (2021 - £10,843).

12 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year to report.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

During the year the charity received funding through the Coronavirus Job Retention Scheme totalling £2,150 (2021-£74,072).

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010. It does have some non-primary purpose trading income which falls above the small trading threshold and is liable to corporation tax on any profits made.

15 TANGIBLE FIXED ASSETS

| | Freehold Property £ | Motor Vehicles £ | Computer Equipment £ | Totals £ |
|---------------------------------|---------------------------|------------------------|----------------------------|----------------|
| COST | | | | |
| At April 1 2021 | 752,550 | 77,102 | 18,170 | 847,822 |
| Additions | - | - | - | - |
| Disposals | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| At 31 March 2022 | <u>752,550</u> | <u>77,102</u> | <u>18,170</u> | <u>847,822</u> |
| ACCUMULATED DEPRECIATION | | | | |
| At April 1 2021 | 175,216 | 26,247 | 18,170 | 219,633 |
| Charge for year | 15,051 | 7,710 | - | 22,761 |
| Disposals | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| At 31 March 2022 | <u>190,267</u> | <u>33,957</u> | <u>18,170</u> | <u>242,394</u> |
| NET BOOK VALUES | | | | |
| At 31 March 2022 | <u>562,283</u> | <u>43,145</u> | <u>-</u> | <u>605,428</u> |
| At 31 March 2021 | <u>577,334</u> | <u>50,855</u> | <u>-</u> | <u>628,189</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

16 DEBTORS

| | 2022 | 2021 |
|----------------|---------------|---------------|
| | £ | £ |
| Debtors | 66,878 | 81,609 |
| Other debtors | 3,105 | 2,537 |
| Prepayments | 3,650 | - |
| Accrued Income | <u>19,255</u> | <u>13,534</u> |
| | <u>92,888</u> | <u>97,680</u> |

17 CREDITORS: Amounts falling due within one year

| | 2022 | 2021 |
|---|----------------|----------------|
| | £ | £ |
| Deferred income (see note 19) | 26,028 | 11,028 |
| Creditors and accruals | 55,956 | 65,594 |
| VAT | 8,081 | 8,013 |
| Mortgage | 11,549 | 10,910 |
| Income tax and social security payments | <u>35,539</u> | <u>22,504</u> |
| | <u>137,153</u> | <u>118,049</u> |

18 CREDITORS: Amounts falling due after one year

| | 2022 | 2021 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Mortgage – repayable within: | | |
| 1 to 2 years | 12,018 | 11,549 |
| 2 to 5 years | 39,378 | 37,690 |
| Over 5 years | <u>334,351</u> | <u>348,057</u> |
| | <u>385,747</u> | <u>397,296</u> |

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road. The mortgage term is 25 years and the rate of interest is 4.4% per annum.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

| | 2022 |
|----------------------------------|---------------|
| | £ |
| Deferred income at 1 April 2021 | 11,028 |
| Released in the year | (11,028) |
| Deferred in the year | <u>26,028</u> |
| Deferred income at 31 March 2022 | <u>26,028</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

| | Balance at 1 April 2021 | Incoming Re- sources | Outgoing Project Costs | Support Costs | Transfers | Balance at 31st March 2022 |
|----------------------------|-------------------------------|----------------------------|------------------------------|------------------|-----------|-------------------------------------|
| | £ | £ | £ | £ | £ | £ |
| General fund | 449,614 | 25,736 | (275,266) | 226,264 | 149,951 | 576,299 |
| Hop50+ | - | 94,044 | (221,679) | (33,916) | 161,551 | - |
| Ageing Well | - | 760,374 | (531,109) | (20,305) | (208,960) | - |
| Food Access | - | 51,386 | (27,794) | (4,619) | (18,973) | - |
| Advocacy | - | 248,446 | (226,697) | (22,746) | 997 | - |
| Advocacy Brighton | - | 50,171 | (43,957) | (4,389) | (1,825) | - |
| Aspie Trainers | - | 14,056 | (12,677) | (1,379) | - | - |
| Workability West Sussex | - | 163,490 | (140,940) | (14,094) | (8,456) | - |
| Wasp | - | 16,637 | (2,621) | (9,353) | (4,663) | - |
| YPC | - | 200,909 | (184,591) | (24,669) | 8,351 | - |
| Stopover | - | 771,145 | (602,378) | (90,794) | (77,973) | - |
| | 449,614 | 2,396,394 | (2,269,709) | - | - | 576,299 |
| IT Replacement fund | 9,792 | | (498) | - | - | 9,294 |
| Dilapidation fund | 4,970 | - | - | - | - | 4,970 |
| | 464,376 | 2,396,394 | (2,270,207) | - | - | 590,563 |

The General fund is funded by income from the charity's projects. The Trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

20 ANALYSIS OF CHARITABLE FUNDS – continued

Analysis of movements in restricted funds

| | Balance at 1st April 2021 | Incoming Re-sources | Outgoing Project Costs | Balance at 31 st March 2022 |
|----------------------|---------------------------------|------------------------|---------------------------|--|
| | £ | £ | £ | £ |
| Hop50+ | 763 | 5,282 | (6,045) | - |
| Day Centre Fund | 42,452 | - | (7,710) | 34,742 |
| Aspie Trainers | - | 8,731 | (1,114) | 7,617 |
| Advocacy | - | 918 | (918) | - |
| Wasp | - | 59,733 | (59,733) | - |
| Food Access | - | 3,000 | (3,000) | - |
| YPC | 9,462 | 25,730 | (29,692) | 5,500 |
| YPC Restoration Fund | 12,801 | - | (3,877) | 8,924 |
| Stopover | - | 2,914 | (2,914) | - |
| | <u>65,478</u> | <u>106,308</u> | <u>(115,003)</u> | <u>56,783</u> |
| | | | | |
| | | | | |

Restricted funds are funds that can only be used for specific purposes within a particular service.

HOP50+ balance is made up of refurbishment fundraising

The Day Centre Fund is 2 minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.

The ASPIE Trainers comprises grant income from London learning consortium which was unspent at the year end.

Stopover and Advocacy income consist of donations during the year.

The Wasp restricted fund consisted of a grant from Children in Need, funds received from City Academy, Whitehawk and £20,000 was kindly donated by Space Doctors a Hove based semiotics company. The remainder consists of fundraising or donations income.

The YPC restricted fund relates to unspent grant income that had not been spent by the end of the year.

The YPC Restoration Fund is a grant from Garfield Weston Memorial Fund which was awarded to renovate the building on Ship Street.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | Restricted Funds | 2022 Total | 2021 Total |
|---|-----------------------|---------------------|----------------|-----------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2022 are represented by: | | | | |
| Tangible fixed assets | 562,283 | 43,145 | 605,428 | 628,189 |
| Net current assets/(liabilities) | <u>28,280</u> | <u>13,638</u> | <u>41,918</u> | <u>(98,335)</u> |
| | <u>590,563</u> | <u>56,783</u> | <u>647,346</u> | <u>529,854</u> |

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2022, the charity was committed to making the following payments:

| | 2022 £ | 2021 £ |
|--------------------------------|---------------|---------------|
| Operating leases which expire: | | |
| Within one year | 16,746 | 16,746 |
| Between 2 and 5 years | <u>-</u> | <u>-</u> |
| | <u>16,746</u> | <u>16,746</u> |

The charity has rental commitments on seven houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £nil (2021 - £4,549). Contributions paid during the year amounted to £64,412 (2021 - £50,420)

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

**24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM
OPERATING ACTIVITIES**

| | 2022 | 2021 |
|--|----------------|----------------|
| | £ | £ |
| Net movement in funds | 117,492 | 89,330 |
| Add back depreciation charge | 22,761 | 23,181 |
| Deduct interest income shown in investing activities | (21) | (28) |
| (Increase)/decrease in debtors | 4,792 | 56,191 |
| Increase/(decrease) in creditors | 19,104 | (52,531) |
| Finance cost | <u>17,846</u> | <u>18,156</u> |
| Net cash used in operating activities | <u>181,974</u> | <u>134,299</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2022

25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2021

| | Notes | Unrestricted | Restricted | 2021 Total Funds | 2020 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 140,194 | 106,006 | 246,200 | 121,607 |
| Activities for raising funds | 5 | 67,624 | 2,366 | 69,990 | 267,953 |
| Charitable activities | 6 | 2,072,359 | 87,866 | 2,160,225 | 2,022,272 |
| Investment Income | | <u>28</u> | <u>-</u> | <u>28</u> | <u>71</u> |
| Total income | | <u>2,280,205</u> | <u>196,238</u> | <u>2,476,443</u> | <u>2,411,903</u> |
| | | | | | |
| EXPENDITURE on: | 7 | | | | |
| Raising funds | | 21,189 | - | 21,189 | 31,884 |
| Charitable activities | | <u>2,117,494</u> | <u>248,430</u> | <u>2,365,924</u> | <u>2,271,114</u> |
| Total expenditure | | <u>2,138,683</u> | <u>248,430</u> | <u>2,387,113</u> | <u>2,302,998</u> |
| | | | | | |
| Net income/(expenditure) and net movement in funds for the year | | 141,522 | (52,192) | 89,330 | 108,905 |
| | | | | | |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>322,854</u> | <u>117,670</u> | <u>440,524</u> | <u>331,619</u> |
| | | | | | |
| Total funds carried forward | 20 | <u>464,376</u> | <u>65,478</u> | <u>529,854</u> | <u>440,524</u> |

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IMPACT INITIATIVES

England & Wales - Charity number 276669

Accounts



Company number: 1402692

Charity number: 276669

Impact Initiatives
(A company limited by guarantee)
Annual Report and
Financial Statements – 31 March 2021

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2021

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REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-------------------------|--|
| | |
| TRUSTEES | Neil Moscrop (Chair) Amanda Mortensen Cathy Bunker Joseph Miller Leo Jago |
| | Simon Knight DL |
| | Ron Jenkins |
| CHIEF EXECUTIVE OFFICER | Caroline Ridley |
| COMPANY SECRETARY | Emily Squires |
| REGISTERED OFFICE | 19 Queens Road Brighton BN1 3XA |
| STATUTORY AUDITORS | TC Group The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN |
| SOLICITORS | Coffin Mew 11 Prince Albert Street Brighton BN1 1HE |
| MAIN BANKERS | Bank of Scotland First Floor 8 Lochside Avenue Edinburgh EH12 9DJ |
| CHARITY NUMBER | 276669 |
| COMPANY NUMBER | 1402692 |

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

The trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2021 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 2015).

CHAIR'S REPORT

Impact Initiatives was set up 43 years ago as an innovative initiative through Brighton Free Church. A partnership that included other churches was developed in the area, all of which wanted to support local people in need and knew this could be most effectively done through pooling resources and skills. The original remit of 'filling the gaps in statutory services' is as relevant today as it has always been.

Today Impact Initiatives manages services in Sussex for all ages; the services are all designed to bring people the support they need to live healthy and fulfilling lives through providing the right people at the right time, and through leading collaborative working to create and deliver services. Our vision is for Sussex people of all ages to reach their potential whilst living healthy and fulfilling lives

The current services cover two overarching strategic work areas:

- Children and Young People
- Adults and Older People

This year has been an unprecedented year in which our services have all been disrupted through the Coronavirus pandemic whilst being needed more than ever. We worked with over 3,000 people, which is a decrease on last year. This is due to Coronavirus preventing our larger events from going ahead, including the Ageing Well Festival. Also, our cafes and some activities were not able to be open as they would pre-pandemic. We were supported by over 60 volunteers who donated more than 2,000 hours, working between 1-30 hours per week. Again, this figure is unusually low and is due to reduced in-person activities. At the year-end we employed 98 permanent staff, an increase of 6.5% on last year. 20 were full time and 78 were part time

Coronavirus impacted on our finances as we had to close or strictly limit our income generating services including the cafes, however we have been successful in applying for funds to deliver the revised services to meet the needs of our existing and new service users.

A feature of much of our work is that it is set against time limited funding. Whilst this does bring risk from our competitors for some services, it also brings opportunities to bid for work new to the organisation and to bring innovation in how services can best be developed and delivered.

Our track record in sustaining services remains very sound, but this does put pressure on reserves from time to time. Several of our services are interlinked and so growth or reduction in one can have a knock on effect on others. Trustees would only consider the loss of any of our services as a last resort, and so have on occasion supported services from reserves in the short term whilst alternative funding is sought. Unfortunately we needed to end our work at the Henfield Haven during this year due to Coronavirus enforcing closure making this financially unviable.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

We remain confident that the considerable effort being put into expansion, working in partnership with statutory and voluntary organisations and local businesses, plus continued development in those work areas which we have a reputation to be extremely proud of, will see Impact Initiatives continue to thrive.

Neil Moscrop

Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefits of the inhabitants of Sussex and surrounding areas. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

We do this through:

Children and Young People's Services

These provide safe places including housing where children and young people can get advice and guidance, learn new skills such as cooking, managing money and have a break from often extremely difficult lives. The services are unique and innovative, with adults who will truly listen and understand and so can help children and young people to create a positive future for themselves.

Adults' and Older People's Services

Our services help people achieve independence through training, advocacy, one-to-one and group support. We provide specialist employment support and advocacy services which help people to be heard, find secure employment, and feel valued for their skills.

For those aged 50+ we provide centres, cafés and activities where people can meet others, make connections, learn new skills, enjoy good food and company. Impact lead the Citywide Ageing Well service in Brighton and Hove.

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children and Young People

Stopover - Supported housing for young women. We provide a safe place where young women can start to build their lives and work towards independence. This is across 8 houses which provide a pathway from high to low level support

WASP - (Whitehawk After School Project) An After School Club and Summer Holiday Play scheme in Whitehawk which is one of the UK's most deprived areas. We provide places where children can meet their friends, learn new skills and have a great time.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

YPC - (Young People's Centre) Where 11-25 year olds obtain support, advice and meet others with similar issues. We support young people with issues around mental health, employment and training, homelessness, drugs and alcohol, and sexual health. The YPC also provides work space for other specialist young people's organisations

Adults and older people

Ageing Well – A partnership of ten organisations led by Impact providing support, advice and activities across Brighton and Hove. In addition to our Hop 50+ Impact provide a Single Point of Contact telephone line and email for enquiries regarding older people's services and support, an Outreach services in specific areas of the City and the annual Ageing Well Festival

Advocacy Services – Provides a voice to adults with Asperger's, disabilities including learning disabilities, acquired brain injury (ABI), or sensory impairments, through one-to-one advocacy and support for self-advocacy groups. We also support the Aspie Trainers service who provide training in Autism and Asperger's to groups and professionals

Henfield Haven – A centre providing a high level of support for people with dementia alongside a café and range of classes and activities.–The Haven also provides work space for Carers Support West Sussex

The Hop 50+ – Offers a centre, café, and community based activities that improve the lives of those aged 50+ and help to maintain physical and emotional wellbeing.

Workability -Provides support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the trustees and management undertook to:

- **Further develop the five-year Business Plan inclusive of requirements and effects of Covid 19 on our service delivery**
Ensuring this aligns with local and national guidelines and regulations as well as the needs and preferences of our service users. Further work with partners, to ensure best use of skills networks and resources
- **Further explore how we make best use of our assets and our approach to building unrestricted reserves**
Through assessment of our options on current use of our buildings to ensure we are bringing the best value possible to the organisation
- **Continue to seek new opportunities**
Including widening the geographical reach of specific services

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

- **Continue to review our board membership to reflect the needs of the five-year plan and to ensure diversity**

Building on the strengths of our current Board of Trustees to actively seek others to fill any gaps identified including recognising the need for diversity within the Board of Trustees.

How the year compared to the plans and aspirations?

We have remained focussed on our business plan throughout the unprecedented year that Coronavirus presented us with. We have developed all areas of the business, moving a significant proportion of the business to online delivery. We have stepped in to fill gaps identified as needed through working with our statutory and voluntary sector partners

We have developed a Funding and Income Generation Strategy and implementation plan which brings clarity and innovation to building our free reserves. This included reviewing the organisations use of our physical assets, including buildings, and investing in bringing improvements to these to maximise value and income.

We have sought and developed opportunities for new work which has been Coronavirus specific but some of which will be ongoing. We have taken learning and new ways of working and embedding some into our ongoing service delivery

We have invested in identifying gaps in our diversity and inclusion across the organisation including at Board level. Policies, documents including those used for recruitment have been amended in line with research and learning. Training for all staff and trustees is now planned to ensure this is embedded in all of our work, language and recruitment.

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's services:

- Major building works were carried out at the YPC to improve and make the interior spaces more flexible and to repair the roof and chimneys
- Providing continued support for WASP children and families when the building had to close. This was through phone calls and personal deliveries of activity and recipe/food packs with doorstep chats with the children and their families. We also secured funding for a campfire area and training in forest skills.
- Stopover secured additional funding to cover costs of setting up two new houses and updating security and renovation of existing properties.

Adults and Older People

- The Advocacy Team supported Aspie Trainers and over 40 people with learning disabilities to move to online delivery and meetings, this was through securing funding for equipment and training.
- Working closely with BHCC the Ageing Well Single Point of Contact team set up a new service to help people access food during the pandemic, based on the success of this, funding for this has continued post lockdown and into next year. Following forced

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

temporary closure. The Hop 50+ repurposed as a food hub co-ordinating food collection and parcel deliveries

- Despite many companies closing or furloughing staff Workability supported 36 people with physical or sensory impairments into paid work and a further 11 into training or voluntary work

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

- Personally delivering activity packs to WASP children at their homes.
- Providing online one-to-one and group support via the YPC.

Adults and older people :

- Volunteer advocates providing one to one support helping people to have a voice in issues including housing and work.
- Delivering medication, food parcels and cooked meals to older people
- Supporting people to get online so they could join groups and classes when venues had to close.
- Provided advocacy for people with learning disabilities.

Other volunteer support

Over 100 informal volunteers helped us to fundraise; donated time or resources, designed marketing materials and publicity for the Ageing Well Festival

Our trustees worked over 600 hours through attending board and finance committee meetings, and external networking to raise the profile of the organisation and encourage new supporters. This is a significant increase on last year, predominantly attributable to the work required around ending our work at Henfield Haven. Throughout the year trustees gave support over day-to-day governance matters for the organisation with business development and strategy. At the end of the year trustees were also involved in planning and implementing our response to Covid 19 across the organisation

FINANCIAL REVIEW

Income increased during the year to £2,476,443 from £2,411,903 in 2020/21. This increase can be attributed to 2 new stopover houses opening during the year and a new contract for Dementia and food access services in Brighton & Hove.

At the beginning of the 2020/21 year a deficit of £7,657 was forecast. The actual result was a surplus of £89,330. The improvement during the year was largely due to an increase in stopover houses and grant funding received during the year along with monitoring expenditure and making cost savings where possible.

At the beginning of the financial year 2021/22 a deficit of £14,837 was budgeted. This is based on confirmed income at the beginning of the year and a prudent budget for expenditure. The

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

priority of the trustees is now to rebuild the reserves of the charity so the management is looking at new funding opportunities in order to do this.

The charity remains positive in its search for new funding and will consider working with partners without compromising its financial integrity. Rigorous cost control remains in place in all of our projects.

The Development Group is working to secure further income including trust funds and is making links with relevant people to achieve this. We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives Impact Initiatives whilst support those of the city, district and county councils and trusts.

Policy on reserves and reserves held

Impact Initiatives aims to establish liquid reserves at a level that would represent at least three months' overall running costs, in addition to the security of its freehold premises in Ship Street. This amounts to approximately £496,337. This will enable the charity to cope with any periods of unexpected turbulence and have the flexibility to undertake research and other types of work to further its aims in the future. Financial policies and procedures form the framework upon which decisions for expenditure are made.

At the end of the year the free reserves, as defined by the Charity Commission, showed a surplus of £233,483. This figure is derived from the General unrestricted funds of £464,376 plus the mortgage on the property of £397,296, less the net book value of our assets, £628,189.

Although the strategy is to continue to build reserves through planned operating surpluses, the Trustees are aware that it may take a little longer during the next few years whilst the financial situation is unstable.

Going concern and cash flow

Although Impact Initiatives have made a surplus in this financial year, we are forecasting a small deficit for 2021/22, there are steps being taken and funding opportunities being sought to improve the result as the year progresses, the trustees are confident that going forward there will be a return to an operating surplus in the future.

Going concern has been reviewed in detail in light of the uncertainty relating to COVID. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The trustees expect liabilities to be met as they arise. The position is reviewed on a month by month basis, and should this situation change then the trustees would take the appropriate steps. The trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in all services and new projects.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

Throughout 2021-2022 we will:

- **Ensure transition through Coronavirus**
We will follow government guidelines and ensure we are able to flex to provide ongoing support for our service users as these change
- **Further develop the five-year Business Plan inclusive of requirements and effects of Covid 19 on our service delivery**
We will ensure this aligns with local and national guidelines and regulations as well as the needs and preferences of our service users. We will work with partners to ensure best use of skills networks and resources
- **We will further explore how we make best use of our assets and our approach to building unrestricted reserves**
Through ongoing development of our options on current use of our buildings we will ensure we are bringing the best value possible to the organisation
- **We will continue to seek new opportunities**
This will include widening the geographical reach of specific services
- **We will continue to review our board membership to reflect the needs of the five-year plan and to ensure diversity**
To build on the strengths of our current Board of Trustees we will actively seek others to fill any gaps identified including recognising the need for diversity within the Board of Trustees.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Management Team (MT) conduct the day to day business of the charity, reporting quarterly to the Trustees. A number of trustees assist the MT either directly or through both long and short term working groups.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

The Central team provides back-office infrastructure support and management, ensuring our projects deliver frontline services effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration and fundraising. This is a cost effective way of the services having consistent professional support and enables them to focus on the service provision.

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of trustees is ultimately responsible for the organisation. Good governance demands that the trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The board of trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee.

The trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee, which all trustees are invited to attend, meets as required. In addition, the chair meets regularly with the CEO.

The trustees set out on page 1 have held office during the whole period from 1 April 2019 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All trustees are members.

Recruitment, induction and training of trustees

Impact Initiatives Equalities and Diversity policy applies to the recruitment of trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In these circumstances individuals with appropriate skills or background would be approached directly. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become trustees. New trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the course of the year.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

All are encouraged to attend the briefing by the finance manager and auditors and adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation
- Coronavirus effecting income forcing services to close

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

Our Business continuity plan was tested and proved effective throughout this year when Coronavirus forced closure of several buildings and redesign of service delivery. Working from home has continued for all but a few staff where this is not possible, equipment was put in place to enable this.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board each six months or more often as required by the CEO. Where risks are identified a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

The trustees' risk management strategy comprises of the following:

- A six monthly review of the risks to the charity.
- The establishment of systems and procedures that will mitigate risks identified in the review
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery for all aspects of the organisation has been reviewed and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Impact Initiatives continues to invest in health and safety training and has contractors health and safety scheme (CHAS) accreditation for the whole organisation.

The trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2021

The main objectives for this year were to:

- Continue our work to ensure we are making the most efficient and effective use of our financial resources and assets.
- Continue our work to provide services which are most needed and can be financially supported either through grants and contracts or our other fundraising.
- Continue to reinforce external understanding of the organisation and widen our promotion to raise our profile and build the business
- Ensure we were ready for forthcoming commissioning from the local authorities
- Continue to explore ways of increasing our unrestricted reserves

These have been achieved for the organisation through forward planning, increased networking and profile raising and partnership building

Pay policy for senior staff

The directors consider the board of directors, who are the Trust's trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The law applicable to charitable companies in England and Wales requires the trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act

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**Trustees Report
For the Year Ended 31 March 2021**

2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

Public Benefit statement

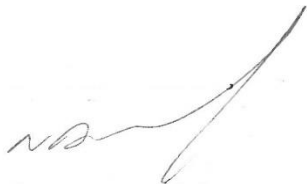
The trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

Auditors

A resolution to reappoint TC Group will be proposed at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 12th October 2021, and signed on their behalf by Neil MOSCROP as chair.

A handwritten signature in black ink, appearing to read 'Neil Moscrop', written in a cursive style.

N Moscrop
Chair

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For The Year Ended 31 March 2021

We have audited the financial statements of Impact Initiatives (the 'charitable company') for the year ended 31 March 2021 set out on pages 16 to 33. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK (United Kingdom Generally Accepted Accounting Practice).

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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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's 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 the provisions available for small entities, and we have fulfilled our 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 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 authorized 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 other information comprises the information included in the annual report, including the trustees report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For The Year Ended 31 March 2021

We have nothing to report in this regard.

Opinions on other matters 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 trustees report (incorporating the directors report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report (incorporating the directors 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees report (incorporating the directors report).

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the governors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees responsibilities statement, 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 to do so.

Auditor's responsibilities for the audit of the financial statements

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.

IMPACT INITIATIVES (Limited by Guarantee)

Auditors Report For The Year Ended 31 March 2021

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.

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 auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, DBS checks, and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK.
- We considered the nature of the charitable company's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation;

**IMPACT INITIATIVES
(Limited by Guarantee)**

**Auditors Report
For The Year Ended 31 March 2021**

performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, 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 charitable company's members those matters we are required to state to them in an auditors' report and for the 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 members, as a body, for our audit work, or for the opinions we have formed.

TC Group

**Mr Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors**

The Courtyard
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN
Date: 22 October 2021

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Financial Activities (including Income and Expenditure Account)

For the Year Ended 31 March 2021

| | Notes | Unrestricted | Restricted | 2021 Total Funds | 2020 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 140,194 | 106,006 | 246,200 | 121,607 |
| Activities for raising funds | 5 | 67,624 | 2,366 | 69,990 | 267,953 |
| Charitable activities | 6 | 2,072,359 | 87,866 | 2,160,225 | 2,022,272 |
| Investment Income | | <u>28</u> | <u>-</u> | <u>28</u> | <u>71</u> |
| Total income | | <u>2,280,205</u> | <u>196,238</u> | <u>2,476,443</u> | <u>2,411,903</u> |
| EXPENDITURE on: | | | | | |
| | 7 | | | | |
| Raising funds | | 21,189 | - | 21,189 | 31,884 |
| Charitable activities | | <u>2,117,494</u> | <u>248,430</u> | <u>2,365,924</u> | <u>2,271,114</u> |
| Total expenditure | | <u>2,138,683</u> | <u>248,430</u> | <u>2,387,113</u> | <u>2,302,998</u> |
| Net income/(expenditure) and net movement in funds for the year | | | | | |
| | | 141,522 | (52,192) | 89,330 | 108,905 |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>322,854</u> | <u>117,670</u> | <u>440,524</u> | <u>331,619</u> |
| Total funds carried forward | 20 | <u>464,376</u> | <u>65,478</u> | <u>529,854</u> | <u>440,524</u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

IMPACT INITIATIVES
(Limited by Guarantee)

Balance Sheet at 31 March 2021

| | Notes | | 2021 | | 2020 |
|---|-----------|----------------|------------------|----------------|------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 15 | | 628,189 | | 651,369 |
| CURRENT ASSETS | | | | | |
| Debtors | 16 | 97,680 | | 153,871 | |
| Cash at bank | | <u>319,330</u> | | <u>214,161</u> | |
| | | 417,010 | | 368,032 | |
| CREDITORS Amounts falling due within one year | 17 | (118,049) | | (170,579) | |
| NET CURRENT ASSETS | | | <u>298,961</u> | | <u>197,453</u> |
| TOTAL ASSETS | | | <u>927,150</u> | | <u>848,822</u> |
| CREDITORS Amounts falling due after one year | 18 | | <u>(397,296)</u> | | <u>(408,298)</u> |
| NET ASSETS | | | <u>529,854</u> | | <u>440,524</u> |
| The funds of the charity: | | | | | |
| Unrestricted income funds | 20 | | 464,376 | | 322,854 |
| Restricted income funds | 20 | | <u>65,478</u> | | <u>117,670</u> |
| Total charity funds | | | <u>529,854</u> | | <u>440,524</u> |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 19 to 31 form part of these accounts

Approved by the trustees on 12th October 2021 and signed on their behalf by;



N D Moscrop
Chair
Company number 1402692

IMPACT INITIATIVES
(Limited by Guarantee)

Statement of Cash Flows
For the year ended 31 March 2021

| | Notes | 2021 | | 2020 |
|---|------------------------|------------------------|-------------------------|-------------------------|
| | | £ | | £ |
| Net cash inflow/(outflow) from operating activities | 24 | <u>134,299</u> | | <u>145,402</u> |
| Cash flows from investing activities | | | | |
| Interest income | 28 | | 71 | |
| Interest Paid | (18,156) | | (18,531) | |
| Purchase of tangible fixed assets | - | | <u>(41,012)</u> | |
| Net cash provided by/ (used in) investing activities | | (18,128) | | (59,472) |
| Cash flows from financing activities | | | | |
| Mortgage | (11,002) | | <u>(7,979)</u> | |
| Net cash provided by financing activities | | <u>(11,002)</u> | | <u>(7,979)</u> |
| Change in cash and cash equivalents in the year | | <u>105,169</u> | | <u>77,951</u> |
| Cash and cash equivalents at the beginning of the year | | 214,161 | | 136,210 |
| Cash and cash equivalents at the end of the year | | <u>319,330</u> | | <u>214,161</u> |
| Analysis of cash and cash equivalents | At 1 April 2020 | Cash flow | Non-cash changes | At 31 March 2021 |
| | £ | £ | £ | £ |
| Cash at bank and in hand | <u>214,161</u> | <u>105,169</u> | - | <u>319,330</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern, this takes into account any known impact of the COVID 19 pandemic.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised. The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+, the Larches, Dingemans and Henfield Haven.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

IMPACT INITIATIVES
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Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them.

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

| Asset Category | Annual rate |
|-----------------------|--------------------|
| Freehold property | 2% |
| Computer equipment | 33.3% |
| Motor vehicles | 10% |

i) Operating leases

Rental costs under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

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

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
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3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2021, the membership was 19 (2020 - 18).

The Charity is under the control of the Trustees.

4 VOLUNTARY INCOME

| | Unrestricted | Restricted | 2021 Total | 2020 Total |
|-----------|----------------|----------------|----------------|----------------|
| | £ | £ | funds | funds |
| | £ | £ | £ | £ |
| Donations | 3,259 | 25,560 | 28,819 | 20,666 |
| Grants | <u>136,935</u> | <u>80,446</u> | <u>217,381</u> | <u>100,941</u> |
| | <u>140,194</u> | <u>106,006</u> | <u>246,200</u> | <u>121,607</u> |

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

| | Unrestricted | Restricted | 2021 Total | 2020 Total |
|-----------------------------|---------------|--------------|---------------|----------------|
| | £ | £ | funds | funds |
| | £ | £ | £ | £ |
| Accommodation and room hire | 34,510 | - | 34,510 | 60,659 |
| Fees for services | 25,236 | - | 25,236 | 76,738 |
| Catering receipts | 7,687 | - | 7,687 | 128,601 |
| Fundraising events | <u>191</u> | <u>2,366</u> | <u>2,557</u> | <u>1,955</u> |
| | <u>67,624</u> | <u>2,366</u> | <u>69,990</u> | <u>267,953</u> |

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

6 INCOME FROM CHARITABLE ACTIVITIES

| | 2021 Total | 2020 Total |
|--|------------------|------------------|
| | £ | £ |
| Age UK | 27,880 | 25,000 |
| Aldingbourne Trust | 159,703 | - |
| Brighton & Hove City Council | 754,559 | 619,489 |
| Brighton & Hove Clinical Commissioning Group | 9,800 | 19,600 |
| Childrens Social Work Services | 250 | 55,587 |
| Children in Need | 37,366 | 34,739 |
| Horsham District Council | 12,500 | 10,000 |
| University of Sussex | - | 1,200 |
| Henfield Medical Centre | - | 6,000 |
| Sussex Community Foundation | 71,500 | 71,520 |
| West Sussex County Council | 277,554 | 436,841 |
| National Lottery – Homeless Link | 50,500 | - |
| NHS High Weald & Lewes Havens CCG | - | 32,411 |
| NHS Hastings & Rother CCG | - | 16,200 |
| NHS Eastbourne, Hailsham & Seaford CCG | - | 16,650 |
| NHS Coastal West Sussex | - | 10,030 |
| NHS East Sussex CCG | 70,000 | - |
| Pohwer | 48,960 | 36,720 |
| Housing Support | 132,338 | 122,507 |
| Rent and amenities | 502,999 | 406,177 |
| Client contributions | 4,316 | 101,601 |
| | <u>2,160,225</u> | <u>2,022,272</u> |

IMPACT INITIATIVES
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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2021

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

| | Staff Costs £ | Depreciation £ | Other Costs £ | 2021 Total £ | 2020 Total £ |
|-------------------------------------|---------------------|-------------------|---------------------|--------------------|--------------------|
| Costs of raising funds | | | | | |
| Voluntary income | - | - | 2,781 | 2,781 | 13,227 |
| Financing Costs | - | - | 18,156 | 18,156 | 18,531 |
| Fundraising trading | - | - | <u>252</u> | <u>252</u> | <u>126</u> |
| Total costs of generating funds | - | - | <u>21,189</u> | <u>21,189</u> | <u>31,884</u> |
| Charitable activities | | | | | |
| Activities undertaken directly | 1,172,819 | - | 479,376 | 1,652,195 | 1,592,438 |
| Payments to partners | - | - | 401,766 | 401,766 | 363,291 |
| Support costs | <u>188,566</u> | <u>23,181</u> | <u>91,833</u> | <u>303,580</u> | <u>305,785</u> |
| Total charitable activities | <u>1,361,385</u> | <u>23,181</u> | <u>972,975</u> | <u>2,357,541</u> | <u>2,261,514</u> |
| Governance costs | - | - | <u>8,383</u> | <u>8,383</u> | <u>9,600</u> |
| Total resources expended | <u>1,361,385</u> | <u>23,181</u> | <u>1,002,547</u> | <u>2,387,113</u> | <u>2,302,998</u> |

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relates to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

| | Cost of raising funds £ | Charitable activities £ | Govern- ance Costs £ | 2021 Total £ | 2020 Total £ |
|---------------------------|----------------------------------|-------------------------------|-------------------------------|-----------------|-----------------|
| Human resources | 1,674 | 186,230 | 662 | 188,566 | 188,717 |
| Establishment costs | 701 | 77,959 | 277 | 78,937 | 76,921 |
| Office and administration | <u>320</u> | <u>35,630</u> | <u>127</u> | <u>36,077</u> | <u>40,147</u> |
| | <u>2,695</u> | <u>299,819</u> | <u>1,066</u> | <u>303,580</u> | <u>305,785</u> |

All support costs are based on a project by project management review of estimated usage of central staff time.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
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9 NET INCOME/(EXPENDITURE) FOR THE YEAR

| | 2021 | 2020 |
|--|----------------|----------------|
| | £ | £ |
| This is stated after charging: | | |
| Depreciation of tangible fixed assets | 23,181 | 24,604 |
| Auditors' remuneration | 8,383 | 9,600 |
| Amounts payable under operating leases, land and buildings | <u>204,942</u> | <u>176,156</u> |

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

| | 2021 | 2020 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Salaries | 1,254,084 | 1,228,973 |
| Social security costs | 86,619 | 86,032 |
| Pension contributions | <u>20,682</u> | <u>21,681</u> |
| | <u>1,361,385</u> | <u>1,336,686</u> |

One employee received remuneration in excess of £60,000 (2020 - 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £71,133 (2020 - £68,462).

None of the trustees received remuneration from the charity during the year (2020 – £nil). A total of £nil was paid to trustees during the year as reimbursement of travel expenses (2020 – £nil). No amounts were due to or from the trustees at the balance sheet date (2020 - £nil).

11 STAFF NUMBERS

The average monthly head count was 104 staff (2020 - 110 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

| | 2021 | 2020 |
|----------------|-----------|-----------|
| | Number | Number |
| Administration | 5 | 5 |
| Project staff | <u>46</u> | <u>45</u> |
| | <u>51</u> | <u>50</u> |

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £10,843 (2020 - £10,781).

12 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year to report.

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13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

During the year the charity received funding through the Coronavirus Job Retention Scheme totalling £74,072.

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010. It does have some non-primary purpose trading income which falls above the small trading threshold and is liable to corporation tax on any profits made.

15 TANGIBLE FIXED ASSETS

| | Freehold Property £ | Motor Vehicles £ | Computer Equipment £ | Totals £ |
|---------------------------------|---------------------------|------------------------|----------------------------|----------------|
| COST | | | | |
| At April 1 2020 | 752,550 | 77,102 | 18,170 | 847,822 |
| Additions | - | - | - | - |
| Disposals | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| At 31 March 2021 | <u>752,550</u> | <u>77,102</u> | <u>18,170</u> | <u>847,822</u> |
| ACCUMULATED DEPRECIATION | | | | |
| At April 1 2020 | 160,165 | 18,537 | 17,750 | 196,452 |
| Charge for year | 15,051 | 7,710 | 420 | 23,181 |
| Disposals | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| At 31 March 2021 | <u>175,216</u> | <u>26,247</u> | <u>18,170</u> | <u>219,633</u> |
| NET BOOK VALUES | | | | |
| At 31 March 2021 | <u>577,334</u> | <u>50,855</u> | <u>-</u> | <u>628,189</u> |
| At 31 March 2020 | <u>592,385</u> | <u>58,565</u> | <u>420</u> | <u>651,370</u> |

IMPACT INITIATIVES
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16 DEBTORS

| | 2021 | 2020 |
|----------------|---------------|----------------|
| | £ | £ |
| Debtors | 81,609 | 134,743 |
| Other debtors | 2,537 | |
| Accrued Income | <u>13,534</u> | <u>19,128</u> |
| | <u>97,680</u> | <u>153,871</u> |

17 CREDITORS: Amounts falling due within one year

| | 2021 | 2020 |
|---|----------------|----------------|
| | £ | £ |
| Deferred income (see note 19) | 11,028 | 94,080 |
| Creditors and accruals | 65,594 | 46,385 |
| VAT | 8,013 | 1,872 |
| Mortgage | 10,910 | 7,934 |
| Income tax and social security payments | <u>22,504</u> | <u>20,308</u> |
| | <u>118,049</u> | <u>170,579</u> |

18 CREDITORS: Amounts falling due after one year

| | 2021 | 2020 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Mortgage – repayable within: | | |
| 1 to 2 years | 11,549 | 7,980 |
| 2 to 5 years | 37,690 | 36,122 |
| Over 5 years | <u>348,057</u> | <u>364,196</u> |
| | <u>397,296</u> | <u>408,298</u> |

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road. The mortgage term is 25 years and the rate of interest is 4.4% per annum.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

| | 2021 |
|----------------------------------|---------------|
| | £ |
| Deferred income at 1 April 2020 | 94,080 |
| Released in the year | (94,080) |
| Deferred in the year | <u>11,028</u> |
| Deferred income at 31 March 2021 | <u>11,028</u> |

IMPACT INITIATIVES
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20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

| | Balance at 1 April 2020 | Incoming Re- sources | Outgoing Project Costs | Support Costs | Transfers | Balance at 31st March 2021 |
|----------------------------|-------------------------------|----------------------------|------------------------------|------------------|-----------------|-------------------------------------|
| | £ | £ | £ | £ | £ | £ |
| General fund | 308,191 | 21,233 | (246,684) | 228,634 | 138,240 | 449,614 |
| Hop50+ | - | 108,510 | (226,703) | (34,556) | 152,749 | - |
| Ageing Well | - | 758,514 | (487,787) | (18,455) | (252,272) | - |
| Henfield | - | 83,659 | (125,962) | (18,894) | 61,197 | - |
| Advocacy | - | 268,136 | (213,505) | (22,189) | (32,442) | - |
| Advocacy Brighton | - | 48,960 | (40,021) | (4,292) | (4,647) | - |
| Workability West Sussex | - | 159,821 | (132,665) | (13,281) | (13,875) | - |
| Wasp | - | 9,369 | (9,369) | (8,650) | 8,650 | - |
| YPC | - | 184,316 | (147,118) | (24,187) | (13,011) | - |
| Stopover | - | <u>637,589</u> | <u>(508,869)</u> | <u>(84,130)</u> | <u>(44,589)</u> | - |
| | 308,191 | 2,280,107 | (2,138,683) | - | - | 449,614 |
| IT Replacement fund | 9,693 | 99 | - | - | - | 9,792 |
| Dilapidation fund | <u>4,970</u> | - | - | - | - | <u>4,970</u> |
| | <u>322,854</u> | <u>2,280,205</u> | <u>(2,138,683)</u> | <u>-</u> | <u>-</u> | <u>464,376</u> |

The General fund is funded by income from the charity's projects. The trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

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NOTES TO THE FINANCIAL STATEMENTS
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20 ANALYSIS OF CHARITABLE FUNDS – continued

Analysis of movements in restricted funds

| | Balance at 1st April 2021 | Incoming Re-sources | Outgoing Project Costs | Balance at 31 st March 2021 |
|-------------------------|---------------------------------|------------------------|---------------------------|--|
| | £ | £ | £ | £ |
| Hop50+ | 763 | 13,398 | (13,398) | 763 |
| Ageing Well | - | 1,219 | (1,219) | - |
| Day Centre Fund | 50,162 | - | (7,710) | 42,452 |
| Advocacy | 3,964 | - | (3,964) | - |
| Wasp | - | 70,238 | (70,238) | - |
| Workability West Sussex | 150 | - | (150) | - |
| YPC | - | 59,383 | (49,921) | 9,462 |
| YPC Restoration Fund | 62,631 | - | (49,830) | 12,801 |
| Stopover | - | <u>52,000</u> | <u>(52,000)</u> | - |
| | <u>117,670</u> | <u>196,237</u> | <u>(248,430)</u> | <u>65,478</u> |

Restricted funds are funds that can only be used for specific purposes within a particular service.

HOP50+ balance is made up of refurbishment fundraising

The Day Centre Fund is 2 minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.

Stopover received grant income in the year from the national lottery, which was all spent during the year.

The Wasp restricted fund consisted of £37,366 from Children in Need, £5,000 from City Academy, Whitehawk and £20,000 was kindly donated by Space Doctors a Hove based semiotics company. The remainder consists of fundraising or donations income.

The YPC restricted fund relates to a Youth Work grant which could not be spent during the year, also expenditure relating to the CAF resilience fund of £15,105 which was awarded during the year.

The YPC Restoration Fund is a grant from Garfield Weston Memorial Fund which was awarded to renovate the building on Ship Street. The deadline for spending this funding was extended from 31st March 2021 until 30th June 2021, due to COVID effecting the start of the project.

IMPACT INITIATIVES
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NOTES TO THE FINANCIAL STATEMENTS
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21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | Restricted Funds | 2021 Total | 2020 Total |
|---|-----------------------|---------------------|-----------------|------------------|
| | £ | £ | £ | £ |
| Fund balances at 31 March 2021 are represented by: | | | | |
| Tangible fixed assets | 577,334 | 50,855 | 628,189 | 651,369 |
| Net current assets/(liabilities) | <u>(112,958)</u> | <u>14,623</u> | <u>(98,335)</u> | <u>(210,845)</u> |
| | <u>464,376</u> | <u>65,478</u> | <u>529,854</u> | <u>440,524</u> |

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2021, the charity was committed to making the following payments:

| | 2021 £ | 2020 £ |
|--------------------------------|---------------|---------------|
| Operating leases which expire: | | |
| Within one year | 16,746 | - |
| Between 2 and 5 years | <u>-</u> | <u>33,492</u> |
| | <u>16,746</u> | <u>33,492</u> |

The charity has rental commitments on seven houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £4,549 (2020 - £nil). Contributions paid during the year amounted to £50,420 (2020 - £59,449)

The charity had one employee during the year who belonged to the West Sussex Local Government Pension Service. The charity's liability for this is only for the contributions during the year. The total number of contributions during the year were £608 (2020- £1,848). This employee retired during the year.

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**24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM
OPERATING ACTIVITIES**

| | 2021 | 2020 |
|--|----------------|----------------|
| | £ | £ |
| Net movement in funds | 89,330 | 108,905 |
| Add back depreciation charge | 23,181 | 24,604 |
| Deduct interest income shown in investing activities | (28) | (71) |
| (Increase)/decrease in debtors | 56,191 | (28,784) |
| Increase/(decrease) in creditors | (52,531) | 22,217 |
| Finance cost | <u>18,156</u> | <u>18,531</u> |
| Net cash used in operating activities | <u>134,299</u> | <u>145,402</u> |

IMPACT INITIATIVES
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NOTES TO THE FINANCIAL STATEMENTS
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25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

Statement of Financial Activities (including Income and Expenditure Account) For the Year Ended 31 March 2020

| | Notes | Unrestricted | Restricted | 2020 Total Funds | 2019 Total Funds |
|---|-------|-------------------------|-----------------------|-------------------------|-------------------------|
| | | £ | £ | £ | £ |
| INCOME from: | | | | | |
| Voluntary income | 4 | 3,990 | 117,617 | 121,607 | 178,267 |
| Activities for raising funds | 5 | 267,111 | 842 | 267,953 | 283,992 |
| Charitable activities | 6 | 1,983,276 | 38,996 | 2,022,272 | 1,408,172 |
| Investment Income | | <u>71</u> | <u>-</u> | <u>71</u> | <u>466</u> |
| Total income | | <u>2,254,448</u> | <u>157,455</u> | <u>2,411,903</u> | <u>1,870,897</u> |
| EXPENDITURE on: | 7 | | | | |
| Raising funds | | 31,884 | - | 31,884 | 30,117 |
| Charitable activities | | <u>2,123,357</u> | <u>147,757</u> | <u>2,271,114</u> | <u>1,927,248</u> |
| Total expenditure | | <u>2,155,241</u> | <u>147,757</u> | <u>2,302,998</u> | <u>1,957,365</u> |
| Net income/(expenditure) and net movement in funds for the year | | 99,207 | 9,698 | 108,905 | (86,468) |
| Reconciliation of funds | | | | | |
| Transfers | | - | - | - | - |
| Total funds brought forward | | <u>223,647</u> | <u>107,972</u> | <u>331,619</u> | <u>418,087</u> |
| Total funds carried forward | 20 | <u>322,854</u> | <u>117,670</u> | <u>440,524</u> | <u>331,619</u> |