

ANNUAL REPORT 2024

Published in June 2025



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INTRODUCTION

This report reflects our achievements during 2024 and our plans for 2025.

Our thanks go to the many volunteers, employees, funders, and supporters for helping children over the last 12 months, enabling them to have some much-needed fun, aiding their personal development, confidence, and improving their self-esteem, and in particular coping with their new challenges.

Additionally, I would like to thank the contributors to this report which helps give an insight into the work undertaken by members of our Operations team, fellow trustees, plus importantly some case studies to help show the impact and difference that we and more importantly our volunteers are making.

The overall purpose of the Friendship Project is to improve the social and emotional well-being of children, aged 6-16, disadvantaged by virtue of their own or family circumstances. An Older Friend provides experiences lacking in the child's life, builds a trusting relationship and raises the self-esteem of their Younger Friend. Volunteers, over the age of 18, are drawn from Warwickshire communities and come from all walks of life. They are carefully vetted as to their suitability, including enhanced DBS checks.

Volunteers meet with their Younger Friends weekly for between 2-3 hours to be involved in mutually enjoyable and jointly planned activities and visits. Examples include playing in the park, building dens, craft activities, cooking, fishing, bird watching, climbing, golf, sewing, library, swimming, cinema, growing vegetables etc., which their school contemporaries frequently take for granted.

Volunteers maintain that the 1:1 attention, with the capacity for the child to talk to a listening adult, is the most valuable aspect of the activity. Such activities are at the heart of what the Project does.

The average length of a friendship is 2.5/3 years and over time the Younger Friend gradually becomes more open and confident in discussing worries and concerns about family, school, friends and themselves. Older Friends offer support and, increasingly, guidance on more sensitive and personal issues. This has helped Younger Friends gain a better understanding of their problems; develop better relationships with family members; and cope more positively with challenging situations at school.

Positive feedback and encouragement, invariably missing in the child's life, is a constant feature of the weekly activities and of major importance in raising self-esteem. This usually results in the young people developing new enjoyable interests and acquiring a wider range of skills, in a safe environment.

Volunteers enjoy the company of their Younger Friends and going to places they would not otherwise go to. They enjoy providing new experiences and knowing they are trusted confidante but, above all, they gain satisfaction from seeing their Younger Friend develop socially and personally.

One-to-one befriending carries a potential risk in relation to child protection. Safeguarding procedures, in relation to recruitment, vetting, briefing, training and supervision of volunteers are given the highest priority and kept under constant review with Children's Services. The Friendship Project is an Associate Member of the Warwickshire Safeguarding Children's Board and an Assistant Head of Children's Service acts as an Advisor to our Trustees, and regular meetings are held with our safeguarding team.

There is quality research available advising that the importance of early intervention in childhood has been seen to help both mental and physical health outcomes in later life, making our contribution in this area extremely valuable. Plus, our early intervention helps prevent the younger person from being drawn into inadvisable activities, or potentially criminal county lines, or indeed could be lead into and encouraged to participate in anti-social behaviors in an effort to fit in with peers. Our work helps avoid these problems.

We hope that you find this report of interest, and for further information please visit our website: www.friendshipproject.co.uk Please also follow us on: – @friendshipproj on and Instagram or on Facebook: www.facebook.com/TheFriendshipProjectForChildren

CHAIRMAN'S REPORT

Welcome to our Annual Report which I hope you will find truly inspiring with some brilliant case studies providing an active illustration of the valuable work the Friendship Project for Children delivers to communities across Warwickshire.

This excellent contribution from our volunteers, Operations team and trustees is set against a backdrop of much more difficult fund-raising climate. We have found the last 2 years much more challenging from a funding perspective, so we made the difficult decision last year not to replace our Area Coordinator in Rugby, to continue to make the charity more sustainable whilst additional funding streams are sought. We continue to cover the Rugby & District area, though now do this via our two Area Coordinators - one based in Bedworth, and nearer Southam. This financial climate is the same for all third sector organisations, with funding constrained since the economic downturn post the war in Ukraine, and general economic uncertainty. Post COVID there has been a slower involvement of corporate entities in the sector, which has contributed to more charities making grant applications.



Prior to COVID we had a success rate of nearer 65% for grant applications, now the industry average is between 1 in 6 and 1 in 8. This is at a time when we are seeing an increase in the numbers of referrals and need for our service. Additionally, we did have a bounce of volunteers immediately post COVID which has now slowed a little.

To counter this, we have increased our social media presence, and networking, and are widening our fund-raising approach, as well as engaging at grass root level in the community too, with other organisations too.

Next year will be our 40th anniversary on 12th May, a magnificent feat, when we have helped approaching 2000 children across Warwickshire. There are some great testimonials and case studies on our website about the value we have given local children who are disadvantaged. We hope to be able to celebrate this and will be seeking sponsorship for a family event in the late spring of 2026, so as to be able to invite supporters both old and new.

Our financial statement gives details of the highlights of what we have achieved in the last 12 months. Going forward we hope to be able to reduce our waiting lists, recruitment of additional volunteers, supported by funding to meet the known need.

Two of our volunteers are holding a Family fund raising day, with horse show, dog show, car boot, and fun activities and stalls at Corley on 13th July, and do look out for the full details on our social media, and our website, www.friendshipproject.co.uk

We are also seeking additional lead trustees, where we have identified a need, Marketing/social media, QA/Compliance, plus a replacement Hon Secretary, and for succession during the next 12 months a Hon Treasurer too. There are job roles available for these posts, with the trustees meeting quarterly, plus the AGM. Probably one or two meetings in person the rest online. If any interest in these trustee posts, please contact me in the first instance cheryll.rawbone@friendshipproject.co.uk

I would just like to end by sincerely thanking all our supporters, funders, volunteers, Operations team, and trustees without your valuable collective contribution we would not be able to help the children referred to us. On a personal level I am extremely honoured after almost 40 years with Friendship Project, alongside in recent years additionally being Trustee and Non-Executive Director of WCAVA, Barnardos living host, amongst other voluntary work, to be proposed to be High Sheriff in Nomination for Warwickshire for 2027.

Cheryll Rawbone, FRSA, Chairman

Safeguarding Report 2024/25

Esther Jones - Safeguarding Trustee

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Safeguarding remains the utmost priority for The Friendship Project and it's been my pleasure to be leading this for another year, along with my fellow Trustees.

As ever, there has been lots of training and this remains one of my favourite ways of ensuring the welfare of the child is at the centre of everything we do. I really enjoy meeting new volunteers attending our full training session and getting to meet older volunteers coming back for refresher training. The refresher training has been updated substantially this year with new scenarios that really encourage our established volunteers to reflect on their understanding of what safeguarding means and their responsibilities.

I also delivered a safeguarding training session for the Trustee group – encouraging the Trustees to think about how they would deal with a volunteer's concern should they be in the position where they had to.

An area of focus this year has been clarifying the Group Supporter's role in relation to Safeguarding. A small working group including myself, members of the paid team and a Group Supporter explored the opportunities to fine tune the guidance. This led to a training session for the Group Supporter team and updates to the procedures and paperwork making clearer the expectations on frequency of contact between Older Friends and their Group Supporter, how safeguarding concerns should be reported, and record keeping.

As ever, I remain thankful to the paid Operations Team for their ongoing commitment to safeguarding and for always working with me as we identify ways to improve practice and procedure.

And a thanks, as always, must go to our wonderful volunteers. I appreciate them giving up their time to attend and really engage in safeguarding training and I am especially thankful for those volunteers who have shared a worry, whether big or small. Having a conversation about concerns is so important!

If you have questions, comments, or feedback on any aspect of our safeguarding procedures or policies, get in touch.

Esther Jones
Trustee – portfolio Safeguarding

Fundraising Report 2024/25

Richard Barrett – Fundraising Trustee

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We are extremely grateful to all our grant funders, corporate, and individual donors and who supported us in 2024 through grants and large and small donations. We would also like to thank our cash donors, plus any donations not listed.

- | | |
|---|--|
| ✓ 29th May 1961 Charitable Trust | ✓ Heart of England Community |
| ✓ Albert Hunt Charitable Trust | -Foundation – Inclusive Community Fund |
| ✓ Anonymous donors | ✓ Just Giving |
| ✓ Aubrey Allen | ✓ Kenilworth Lions |
| ✓ AE Beckett & Sons, Becketts Farm | ✓ King Henry VIII's Endowed Trust - |
| ✓ Bedworth Lions | Warwick |
| ✓ BIGGA | ✓ Masonic Charitable Foundation |
| ✓ Brian Murtagh Charitable Foundation | ✓ Michael Marsh Charitable Trust |
| ✓ Charities Trust | ✓ Mr & Mrs Owen |
| ✓ Cheryl Rawbone | ✓ Nuneaton Borough Council |
| ✓ Claverdon Fields Charitable Trust | ✓ O'Brien Trust |
| ✓ Coventry & District Cricket Club | ✓ Redrow Homes |
| ✓ Danielle Kay | ✓ Sing It Loud |
| ✓ BM & SJ Hall | ✓ St Mark's Church, Bilton |
| ✓ Edward Cadbury Charitable Trust | ✓ Stratford Municipal Charities |
| ✓ easyfundraising | ✓ Square |
| ✓ F C Stokes Trust | ✓ Terence Hague |
| ✓ Fiona Roche | ✓ The Higgs Charity |
| ✓ Foyle Foundation | ✓ Mrs SM Weetman |
| ✓ Garfield Weston | ✓ WCC County Fund |
| ✓ Hammons Solicitors | ✓ WPH Charitable Trust |
| ✓ Heart of England Community Foundation – | |
| -Coventry, Solihull and Warwickshire Fund | |
| ✓ Heart of England Community Foundation – | |
| -Dulverton Trust | |

Thanks also to:

- Thomas Flavell Solicitors for kindly printing off our Guidelines for our volunteers.
- Leamington Lawn Tennis and Squash Club regularly allow us to use their meeting space free of charge – thank you.
- SSD in Stratford Upon Avon for storing our archiving free of charge.
- Our volunteers who have raised funds for us this year through their own collections and fundraising.

Like all charities, The Friendship Project relies on donations from the general public for a significant amount of its income. If anyone reading this can spare even just a pound or two, or perhaps help to organise a fundraising event to help towards our valuable contribution to society, then please do feel free to contact me. There are several methods in which you can donate to us, listed below, with further details on our website.

Other methods to donate are:

- Charities Trust through Payroll Giving, Sponsor Me, and Match Funding
- One-off card donations
- Cheque
- Registering with easyfundraising (see right)
- In person with a staff member via the Square app
- Using our QR code shown on the right



Our QR code



AGM Report 2024/25

Amez (Amrit) Bass - Social Media & Marketing

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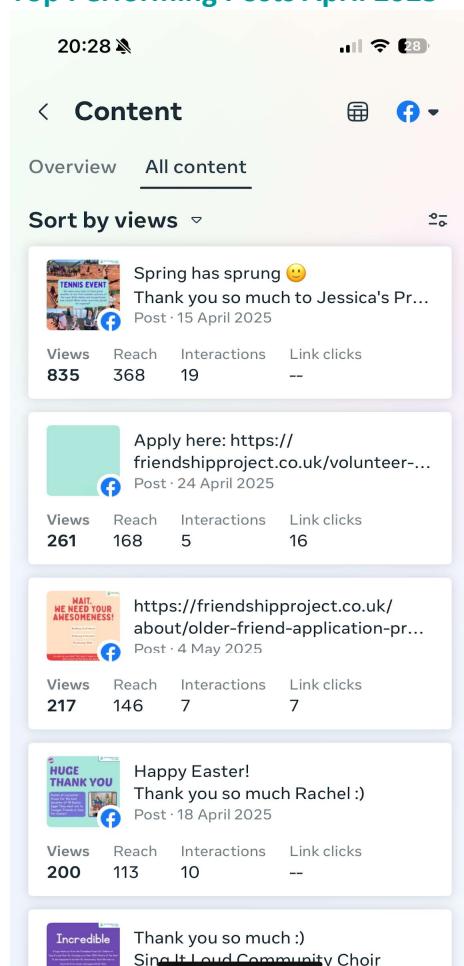
As of February this year, we have been experimenting with a few different fonts and designs to enhance our Social Media Pages. The colour palette has also expanded; the addition of brighter backgrounds and elements has elevated the page and attracted more attention. Facebook still has our largest online following; therefore, prioritising consistent engagement on this platform is still paramount. Posts are uploaded frequently, 2 to 3 times a week, depending on updates. However, we have equally been uploading regularly on LinkedIn, connecting with other Charities, as well as Corporates. By forming such connections, we aim to expand our reach, raise more awareness of our work, and attract potential partners/funders. Due to recent controversy surrounding the owner of X (formerly Twitter), we no longer post on this platform. We are still active on Instagram and endeavour to connect with other like-minded organisations.

Insights + Updates

Data shows that posts containing photos and videos of support sessions gain more views in comparison to those without any media.

Funding has been received to 'Boost' Social Media Posts.

Top Performing Posts April 2025



Next Steps

Area Coordinators to 'Boost' specific posts when most effective.

Recruitment & Funder Templates to be created for Area Coordinators to edit and post where needed.

Potential Photography Workshop to support the quality of photographs when on 'outings.'

Operations Report 2024/25

Ruth Blunt – Operations Team Leader

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General

We have seen some staff changes in the Operations Team this year and we now have three Area Coordinators covering the whole of Warwickshire instead of four. We have a great team and we are fortunate to work in such a supportive environment. I would like to thank everyone in the team for their flexibility and for making sure that our Older Friends continue to receive regular contact and support.

Like many charities, we have found it increasingly difficult to raise funds in the current economic climate so, at the end of 2024 and beginning of 2025, we had a strong focus on fundraising with members of the Operations Team attending various fundraising fairs and workshops. We now have a QR code which can be used for donations and we continue to encourage people to sign up to Easyfundraising which allows online shoppers to raise money for us, at no extra cost to them.

The Operations Team have been discussing the possibility of having a 'Sponsor a Child' option on our website. Sadly, Lloyds Bank are unable to set up a giving by Direct Debit option for us but we can have up to 3 fixed payment options through PayPal which we can set up on our website. We are now looking for sponsorship from both individuals and companies and we are very grateful to O'Brien Contractors Ltd, who are the first company to sponsor specific children at the Friendship Project.

The Operations Team have recently completed some Health and Safety training with modules covering Data Protection Essentials, DSE Workstation Set-Up Essentials, Home Working Essentials, Stress Management Essentials, Time Management Essentials and also Environmental Awareness Essentials.

I would like to thank the Trustees for their ongoing help and support for the Ops Team - on a day-to-day basis and beyond. Nishi Mehta provided a free training session for us to cover the new legislation on Sexual Harassment. Pat Miller provided a free jewellery workshop for us as a team-building activity. Esther Jones has played a key part in our discussions about clarifying the role of the Group Supporter. She attended meetings, helped us to amend the wording of our Guidelines and is going to carry out specific safeguarding training for the Group Supporters. Esther also arranged a bread-making session at her home to raise money for the Friendship Project. I attended an Employment Law and HR event organised by Tina Chander and Chris Buck met with the Operations Team and has updated our website. We also extend our thanks to our Chairman, Cheryl Rawbone, who is always on hand to answer any questions and give us her unwavering support.

We continue to receive numerous referrals for children and young people needing support. The majority of our friendships are well-established and continue to run smoothly. Our volunteers do an amazing job and they are very well supported by the Group Supporters and the Area Coordinators. The feedback we continue to receive is that giving the young person some quality time away from sometimes difficult home situations, really does improve their confidence and self-esteem. It is also hugely rewarding for our volunteers, knowing that they are having a positive influence and making a difference to a child's life. Three of our friendships have recently come to a natural end because the Younger Friends had reached their 17th birthdays. One of these friendships lasted 7 years and another, an incredible 10 years and all three Older Friends have agreed to take on a new Younger Friend. This is testament to the difference we make to the lives of both our Younger Friends and their volunteer Older Friends.

I would like to thank everyone in the Operations Team for their continued hard work and dedication. Finally, I would like to thank our wonderful volunteers and Group Supporters as without them, we couldn't do the amazing work that we do.

Current Friendships

Warwick and District – 21

Stratford and District – 20

Rugby and District – 14

Nuneaton, Bedworth, North Warwickshire – 15

Total number of current friendships – 70 (with a further 10 awaiting interview or awaiting matching)

Events

6/5/24	Mamma Mia! Here We Go Again (Leamington Spa Rotary Club)
18/5/24	Fishing Event
25/5/24	Sing It Loud 10th Anniversary Concert
13/7/24	Alpaca Event
28/9/24	Craft Event
24/11/24	Children's Christmas Party
7/12/24	Sing It Loud 'Under the Stars' Concert
3/4/25	CPR Training (North)
5/4/25	Tennis Event (funded by Jessica's Promise)
11/5/25	Canal Trip (North)

On Sunday 13th July 2025 we are having a Charity Fun Day which is being organised by two of our volunteer Older Friends and held at their farm in Corley. If you can support this event in any way, please contact kate.meek@friendshipproject.co.uk

Marketing and Social Media

We have some new case studies on our website and we have regular updates on our Facebook, LinkedIn and Instagram pages. Everyone can support us by following, liking and sharing our posts so that we continue to reach a wider audience online. We are currently creating new templates to boost volunteer recruitment and also to encourage local businesses to get involved in supporting us. If you or your organisation can help us, please contact ruth.blunt@friendshipproject.co.uk or amrit.bass@friendshipproject.co.uk

AGM Report 2024/25

Fiona Roche – Area Coordinator for Warwick District
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Older Friends: 22 plus Rugby 3 = 25
Younger Friends: 24 plus Rugby 3 = 27
Pipeline: 4

In General

2024 has been a busy year with 9 new friendships and 11 friendships ending. All the new friendships are going really well, except one which only lasted a couple of months as the match wasn't working out for the OF. 6 friendships ended with a change in the circumstances of the OF. 3 of the friendships had to end as the YF reached their 17th birthday! I am happy to say that all 3 volunteers have now been or are about to be matched with a new YF. A special thank you to Chris Lukehurst who was friends with T for 7 years and to Helena who was friends with M for an incredible 10 years! I am very lucky to have such incredible volunteers in Warwick District.

Events attended

- Team training away days
- Sing it Loud concerts
- Get togethers at the Royal Pug and Zoom
- Cream teas at The Old Bakehouse
- Presentations at Southam Lions/WI's/Local businesses
- Mill Street workshops on social media and volunteer management
- CAVA coffee and catchup networking event
- Stand at CAVA volunteer taster trail
- Safeguarding training zooms
- Online training courses
- Organised and decorated St Mary's Christmas tree
- Children's Christmas Party
- Tennis event which I helped to run

Chosen charity for Sing It Loud

We were the chosen charity for Sing it Loud Choir this year. It has been very special to be part their 10th anniversary year. A large concert was held at Warwick Arts Centre with a 1,000 people in the audience. Cheryll, Judy Sims and her Younger Friend Caitlin who is now in her 20's did the most amazing speech. It brought a lot of people to tears!

There was another concert held in December at Trinity Church where we also had refreshments stand with mulled wine and mince pies. Tim Proudler and myself did the speech this time. Over the year with donations and money from the ticket sales SIL raised £3041.

Advertising

We were given £500 for advertising by one of the Sing it Loud Choir. So far I have only spent £5 of this experimenting with boosting a Facebook post. We have discussed with Amez the design of some template posts that we can use in our local areas recruiting volunteers and asking for funding from local businesses. It is hoped that this will then generate more volunteers and funds.

I wrote a press release in the New Year which was sent to local papers. This was printed in the Courier and also online at Warwickshire World. Your call printed it in all their magazines over Warwickshire and also their online magazines.

The display board needed re vamping. I chose and ordered new photos for the board and some of the references and case studies. Karen also helped with this. We now have 2 display boards as they have been used a lot since and the photos tell a good story about our charity in a simple format.

Group Supporter role

Along with Ruth, Esther and OF Tim we looked at the role of the Group Supporter. We had several zoom discussions about the role and procedures of the GS. We felt more clarity was needed for both the GS and the OF. We reviewed the wording in the guidelines and GS form. In January we held a zoom training/discussion evening with all the GS's. From this Esther is going to be delivering a specific safeguarding training session for GS's to support their role.

Cream Teas at The Old Bakehouse

I enjoyed having a Cream Tea's weekend at my home in June. We held it alongside my partners photography exhibition which worked well. Over the very sunny weekend we had 90 visitors and raised £297! I will be holding another Cream Teas weekend 5th and 6th July. This year Rodda cream tea society has donated clotted cream and jam for the event.

It has been a good year working well with the Operations Team. Thank you Cheryll for treating us to a lovely Christmas lunch at Audley and the jewellery workshop at Chase Farm.

Case Study 1

10 years of being an Older Friend

I moved to Leamington Spa in 2014, before which I lived in Leicester where I was involved with an organisation called YOT's (Youth Offending Team). I was a volunteer for 7 years, working 1-2-1 with teenagers who were on their final warring with the police. There were set objectives that needed to be fulfilled during the pairing - mainly helping the young person understand how their offence affects them, their families and the wider ripple effect. The kids were usually frustrated with the situation they were in, so giving them the opportunity and a safe space to talk was really helpful for the kids I supported. So, when I moved to Leamington I found The Friendship Project, and I instantly wanted to be involved with such a fantastic organisation.

Following my initial interview and relevant checks, Fiona Roche, the Area Coordinator for my district, contacted me and talked me through 3-4 Younger Friends details. I think M was the 3rd case she ran through with me, and there was just something that caught my attention about M.

Our first meeting was arranged at M's Primary School, which is where I met M's mum & M for the first time.

They came across as a lovely family. M was quiet & a little shy. We agreed our first outing for the following week. The type of friendship was very different to what I'd previously done, so I was a little unsure of how the outing would go.

Our first trip out, was to St Nicholas Park to feed the ducks on the river. As I was fairly new to the area I wasn't sure of the route from M's house to the park. As it turned out, my lack of knowledge of the area & getting lost was a huge source of amusement for M, and a great ice breaker!

Over the last 10 years we've been to lots of places, including Tamworth Sky Centre for the Christmas Party! We got lost, and we were the last to arrive! Another time we met another Older Friend in St Nicholas Park as we were meeting them to go the Warwick Boat Club for a squash taster session. I didn't know that there were 2 mini golf courses at the park, and true to form we were at the wrong mini golf, so we were late again! The Older Friend we were meeting, Geoff, was very understanding when we finally found him in the park.

As M got older they would navigate the route to our destinations using a mobile phone. Which I like to think has taught them a great life skill! We've done so much during our time together - we ran a 1 mile colour run, which lead us to complete Couch to 5k. We've baked cakes, swam, walked in the rain, fallen over in the mud, played snap in Costa coffee until closing time, carved pumpkins, been to the dungeons at Warwick Castle and climbed to the top of the turret of the castle. We've explored, been pen pals during lock down..... the list is endless!

I think the most life-changing experience for M that The Friendship Project has enabled them to experience is music, specifically learning to play the piano and more recently learning to play the drums at Top of The Rock drum studio in Warwick. This has given M the confidence to make friends with people who play in a band. They write songs and sing too. M wants to become a music teacher and is in college studying art which hopefully will enable them to gain access to a level 3 music course.

We have been to a gig at the O2 in London to see Billie Eilish, and watched the Arctic Monkeys perform at the Ricoh Arena. M also attended the concert by Fiona Roche's Sing it Loud choir. M was fascinated by the performance & had never seen an orchestra play before. They were blown away by all of the instruments, especially the harp. Without the support from The Friendship Project, M would not have been able to access these opportunities, and realise their dream of becoming a music teacher.

Although our Friendship Project time ended as M is now 17, we are still in contact. They get the bus to my house after college sometimes. M wants to learn how to cook, so whilst I'm finishing up my working day, M bakes a cake & then we cook dinner. M's next lesson is learning how to wash up!

I'd like to thank everyone at The Friendship Project for allowing me to be part of the charity, it has brought much joy into my life, just as much as I have been able to give.



Case Study 2

I moved to Warwick in the summer of 2021 ready to start a job at a new primary school in the area. I had moved out of my parents' house in Hertfordshire. At the time, my parents had been foster carers for the past 6 or so years so I was used to a house full of children and constantly finding activities to keep them busy, especially in the holidays. When I moved, I wanted to look for something voluntary, preferably involving young children, but in a different capacity to my job as a teacher and a quick search online led me to The Friendship Project.

Not long after applying and completing all the checks, I was matched with my Younger Friend S, who to begin with was quite a shy and quiet 10 year old, whose main love was reading. So, it began that S and I started taking regular trips to the library, then the library cafe and then beyond.

Over the first two years of our friendship, the main trips were to the library, cinema or walks around Leamington. Once S and I were more familiar with each other, if the weather wasn't great, we baked pancakes, scones and other sweet treats at my house.

We have also really enjoyed going to Dice Box Cafe in Leamington and playing through so many of the wide variety of board games they have to offer. It has been lovely to see how S's interests in games have changed over the years, from playing simpler 'roll the dice and move spaces across the board'

games to more complex strategy games now. One thing that hasn't changed, and I don't think ever will change, is her love of the Cookies 'n' Cream milkshake they make. They are delicious!

S loves being outdoors and whilst this can limit our options in winter, the rest of the year we often go for walks around different towns. She loves completing 'Treasure Trails' mystery walks where we have to search for clues in new places and we always stop off at cafes for a hot chocolate along the way. More recently, we have been to Quarry Park to play disc golf which has been really entertaining. S has discovered she is very good at throwing a frisbee so loves doing that as it is an activity she is always guaranteed to win!

We have made the most of some of the activities organised by The Friendship Project. S loves going to the Christmas party and bringing her younger sister along. We have also been to the Moreton Morrell Animal Unit, and joined a group of other Older and Younger friends planting trees at a Children's Forest in Radford Semele.

It has been a wonderful 3 ½ years with S, and our friendship has grown really strong over all the outings. Having S as part of my wedding day this year in May is going to be really special, and I am so glad she is looking forward to it too! I have loved our trips out, and I have seen S grow so much in confidence, tackling the start of the tricky teenage years seemingly unphased. I look forward to all of the future outings to come!



AGM Report 2024/25

Harriet Crawford – Area Coordinator for Stratford,
Alcester and Shipston

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Older Friends: 20

Younger Friends: 20

In General

I have been an Area Coordinator for 2 years now. I continue to really enjoy my role recruiting, training, matching and supporting friendships. I would say that this year it has been quieter but did pick up a little bit in the new year. I am very grateful to be working with a group of supportive people as when you have young children, and having a child with a complex medical condition, it is very reassuring and comforting to know you are supported.

Events attended

- WCAVA Area Coordinator meetings Bi-Monthly
- Christmas party - Dec 2025
- Jewellery workshop - Jan 2025
- Together for Better- Warwick Event – Ansty Hall 13/11/24
- Sing it Loud concert - May 2024
- Volunteer Get together - June 2024
- Volunteer Get together Zoom - February 2025
- Ops Team Away day - 16/5/24
- Maggie Lambert fundraiser in Rugby - April 2025
- Stratford town fundraising meeting

Friendships

All friendships are going very well. Thankfully over the last 12 months I have only had 2 friendships end. The main reason for both friendships ending was based on a natural end.

All volunteers are offering the children a variety of activities and experiences and the feedback from the families is incredibly positive.

Training

- Sexual Harassment training - 28/1/25
- Data Protection Essentials -Jan 2025
- DSE Workstation Set-Up Essentials -Jan 2025
- Environmental Awareness Essentials – Jan 2025
- Home Working Essentials - Feb 2025
- Stress Management Essentials - Feb 2025
- Time Management Essentials - March 2025

Summary

Over the next 12 months I really hope to work more closely with local primary schools and children's services to continue support children in all my areas. It would be nice to recruit more volunteers in the Alcester area as we are getting more referrals in this area at present. To continue to support all current volunteers and offer any extra support when needed. I am very thankful to work with such a great team and support such lovely volunteers.

Case study 1

I've been a volunteer with The Friendship Project since my Younger Friend was 9 years old. He has just finished his GCSE's now and is off to college. I couldn't be more proud of what he's accomplished. I've been a constant in his life and have always kept my word which sadly he lacks a lot of in his family unit. We have done lots of different activities over the years and even through covid we were decorating cookies via WhatsApp! Trampolining has always been his favourite, but Pizza Express comes close. It has enabled him to do a variety of things that he wouldn't be able to by sadly staying at home all the time.

He is willing to still have me in his life through college and beyond, even when he is too old to belong to the charity as we have been matched for such a long time.

It has been a long journey with my Younger Friend but the satisfaction of knowing I've made a difference to a shy, vulnerable child has all been worth it.

Case Study 2

I've been seeing E for the last 4 and a half years now. When I first started seeing her it was just before the pandemic. When restrictions allowed, we would meet up outside and go to the park, play outdoor games, have a picnic, craft activities and bike rides. E was a shy, reserved child with low self-esteem and needed time and encouragement before she would try something new. Over time she learnt how to climb the climbing frame, go on the biggest slide and swing independently. We spend lots of our time in Stratford. She still loves to go to the park and to play in the sand if it's not too busy. She enjoys going on the ferry (took a while to try) and playing crazy golf. Visiting the horse sanctuary Red Wings - donkeys being her favourite. She also enjoys visiting Hoorays and having her favourite brownie and ice cream chatting whilst colouring. But her favourite activity at the moment is going to Costa for drink, cake and natter whilst playing Uno, which she usually wins!

I don't see her as often now as her home set up has changed but we still catch up every 2 weeks and it's non-stop chatting.

It's an absolute pleasure to take E out and it's wonderful to see how she has grown in confidence. I love spending time with her.

AGM Report 2024/25

Kate Meek – Area Coordinator for Rugby, The North,
Nuneaton and Bedworth

Kate.meek@friendshipproject.co.uk



Older Friends: Rugby – 10 / North - 15

Younger Friends: Rugby – 10 / North - 16

Pipeline: Rugby – 2 / North - 2

In General

This has been a very busy year for me and my role within The Friendship Project. I have had a lot of support from my Group Supporter Judy, who lives nearby and doesn't hesitate to help if needed, either to help find volunteers, go along to presentations with me amongst other things.

I really feel part of the Friendship Project now as I have been employed for just over one and half years and have had my hours increased twice over the last year which has enabled me to concentrate on this job and finish my other part time jobs which is a lot better for me. When the last Area Coordinator left last year, I was asked to temporarily take on the Rugby friendships. The Trustees felt that in the current financial climate and taking into account funding levels, it was prudent to delay a replacement. This is working well, and I continue to run the two areas now with just a handful being shared out to the other Coordinators.

Group Supporters

I have 3 Group Supporters which help me in both the North and Rugby areas to check in with the volunteers. Judy also does my DBS for new starters and to renew them too, which is very helpful. We had a zoom meeting for all Group Supporters earlier this year, which I found very useful to know how we are all working along the same lines and supporting each other.

Events attended/Networking

- Nuneaton and Bedworth networking event in June
- 3 x Bedworth Networkers networking event
- Stand in Morrisons and Tesco to raise awareness of our charity
- Stand at North Warwickshire College to engage with older students
- Attended a Funding Fair and Job/Volunteering fair at Nuneaton through Cava
- A stand and presentation at Bedworth library
- Atherstone Networking event
- Presentation at Bedworth Lions
- Attending the Nuneaton Funding Fair
- BVS Fun Day at the Gurdwara
- Presentation with Fiona at Mander Hadley Solicitors
- We meet up for our Ops Meeting on a regular basis but in between catch up at The Farmers Fayre for a more relaxed catch up to share ideas with each other

Marketing

I reach out on social media to the local communities, sharing events and fundraisers throughout the year. I was involved with a large event last year at the BVS Fun day, where we had our own tombola stall and to talk to people about our charity.

I have done several stands in various places and hand out our posters whenever possible, including community boards in local shops.

I also check in with WCava and have had a couple of meetings with Tina, my local WCava advisor.

Training

We had an away day training session at Wolston last year which was lovely to have face-to-face training and very useful. Two topics - Handling Difficult Conversations and Effective Time Management. Other training has been online with an exception of a jewellery making course put on for us very kindly by one of our Group supporters, Pat. This was lovely to spend a few hours together in a relaxed environment.

Training this year has included:

Sexual Harassment

GDPR

Data Protection Essentials

DSE Workstation Set-Up Essentials

Home Working Essentials

Stress Management Essentials

Time Management Essentials

Environmental Awareness Essentials.

CPR – Free training course for OF's through Everyone Active.

Fundraising

The North and Rugby area have raised money through having the BVS tombola, Bedworth Lions donation and Bulkington WI donation.

Volunteers have raised money through a cake sale, through a church and through a group called BNI. In the pipeline for this year is a Big Charity Fun Day put on by two of our volunteers that own a farm.

Friendships

I have really got to know my friendships over the last year. I have met quite a few Volunteers and Younger Friends face-to-face and have also matched through the whole process with several in both the North area and Rugby.

I have held three Older Friends get togethers at a local pub in Bedworth which is lovely to get to chat to volunteers - both Older Friends and Group supporters.



Case Study 1

Margaret is a lovely, retired lady who likes to keep herself busy. She has volunteered for us for just under 3 years with a young boy who is now 11 years old. The friendship with Margaret and Younger Friend L is coming to an end in a few weeks as L has grown in confidence and now has a very busy life at home, school and friends.

Margaret felt she would love to share some of her spare time with another child, so I have just matched her with a lovely girl, almost 11 years old, for their new journey to start.

Here is what Margaret says about her journey so far with the friendship project:

I met L in May 2022. L needed someone to spend time with and talk to about his feelings. Initially L was quiet and only wanted to spend a short time away from his family. That was understandable as he was only 7 at that time.

Slowly we built up a friendship doing lots of activities. L was good at confiding in me, and I tried to advise him in the right way to go about things. He was very confident in his opinions and sometimes we had different opinions, but we never fell out. He was mostly easy going and liked to win at games and change the rules, we had a laugh and we learnt from each other. He would often talk about me at home and say, "Margaret said this and explained that to me!" I learnt a lot from L too as he's interested in various subjects.

The friendship came to a natural ending as he realised he couldn't pick & choose when he wanted to see me. I was sad to lose him but happy he had mentally grown so much that he could make a choice. I felt good about myself that I had a small part in helping him to be strong willed but also be fair and kind. L has a lovely caring family and I'm sure he'll be supported throughout his younger life.

I'm looking forward to seeing my 'new' friend and helping her.

This is what the parent's of the Younger Friend said about their experience with us:

The Friendship Project has been incredibly helpful to our son L during a difficult time in his life.

Margaret, our carer, was incredibly friendly and always made time to see L. Nothing was too much trouble for Margaret, and we've really appreciated all the support. The Friendship Project has brought a sense of joy and companionship back into L's life, and we've formed a lasting friendship with Margaret. We want to express our deepest gratitude to all the volunteers who dedicate their time and effort to this amazing programme. Their work has made a significant difference in our lives, and we can't thank them enough. L himself has spoken highly of The Friendship Project. He's said that it's helped him immensely and provided him with a much-needed break during some tough moments. He's also built a strong bond with Margaret, and we're so proud of him for his positive outlook on life.



Case Study 2

Sean is a lovely man that has volunteered for us for three years. He sees his Younger Friend, C, who is 14 usually every two weeks. C has had a troubled childhood but absolutely loves going out with Sean. C has learnt that he can put his trust in him, which he wasn't able to do before. They go on all sorts of outings including, swimming, cinema, eating out, escape rooms, laser quest etc. C can confide in Sean when he is feeling down or would like some advice.

Here is Sean's story:

I became an Older Friend because I (at the time) had time at the weekends and decided to be proactive and try and have a positive influence towards a youngster. It's been good fun, done things and been to

places that are difficult to do on your own, it helps me relive a bit of my youth, and as my wife puts it, gets me out the house!

As for C, he's changed quite a bit over the last 3 years, from a quite nervous young lad into a more confident lad who can do things on his own (sometimes with an encouraging nudge) and can talk to people with confidence.

Considering that we generally have no plan between us, I've found that we come up with ideas about activities in a natural way that has come with time.

I'd recommend this to anyone, pass on that knowledge, skills and experience, that's maybe hidden inside of you for a while, do things you haven't done in a while and help a youngster to discover that the world is not all bad and dangerous.

Here are some comments made by C's Mum:

Communication is brilliant. Sean goes above and beyond what his role is as C's Older friend. Mum doesn't involve Sean in the family problems, but she knows C feels comfortable talking to Sean about his troubles.

They go out everywhere. Sean takes C out to places that Mum could never take him to. They go to the cinema, escape rooms, laser quest, Stratford and lots and lots of places. C always talks to Mum about the places they have been to.

The difference Sean is making to C is huge. It is the best thing that could have happened to C. You'd think that they would have had a connection since birth when you see them together, not just a few years. Sean has changed C's perception of men since they have been friends. The support Sean gives C is amazing. Sean is amazing.

The Friendship Project

REGISTERED CHARITY NUMBER: 517684

Financial Statements

For the year ended 31 December 2024

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2 - 4	Trustees' annual report
5	Independent examiner's report
6	Statement of financial activities
7	Balance sheet
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The Friendship Project
Trustees' Annual Report
for the year ended 31 December 2024

Full Name: The Friendship Project
Other names: The Friendship Project for Children
Registered charity number: 517684
Principal registered address: Myton Park, Myton Lane, Warwick, CV34 6PX

Trustees: Cheryll Rawbone, Chairperson
Ken Smith, Honorary Treasurer
Jon Gibbons, Honorary Secretary
Chris Buck
Richard Barrett
Esther Jones
Patricia Miller,
Ashima Rani Chander
Nishi Mehta

Honorary Treasurer: Ken Smith
Honorary Secretary: Jon Gibbons
Bankers: Lloyds TSB, Stratford upon Avon

Independent examiner: Paula Wilson, 2 Hickman House, Hickman Road,
Galley Common, Nuneaton, CV10 9NQ

Governance & management

The charity is operated under the rules of its constitution adopted 12th May 1986 as amended 7th September 1993, 6th March 1995 and 11th May 2005.

Overall management of the charity is the responsibility of the trustees who are elected and co-opted under the terms of the constitution. Day to day management is carried out by paid staff and/or volunteers.

The Friendship Project Trustees' annual report (continued) for the year ended 31 December 2024

Aims and objectives

To provide facilities for the social and physical training of children particularly disadvantaged children between the ages of 6 and 16 years who by reason of their social circumstances are in need of developing social skills by such means as the project thinks fit including the organisation of contacts between such children and reliable older persons able to help them develop such skills.

Summary of the main activities undertaken for the public benefit

With developing confidence and enhanced self-esteem, gained from the friendships, the young people are more prepared to develop new interests and achieve a wider range of skills. They grow personally and socially enabling them to forge better relationships with peers and family members. Generally, they are more settled at school but, above all, they develop a greater sense of self-worth. This is priceless and will have a positive impact on every aspect of their lives.

Summary of the main achievements during the period

- ✓ Continued to provide the invaluable 121 befriending to children in need, to help them improve their confidence, self-esteem, and to allow them to have some fun, sadly lacking in many of their lives.
- ✓ We have helped 88 children directly during 2024, and many more in the wider family, school and community environment.
- ✓ Our Newsletter published in May 2025 for the previous year work gives some fantastic stories of success, and the benefits of our service, to both volunteers and the children we help.
- ✓ We held several successful outside events including pottery craft event, and a Christmas party again at OLRFC with over 100 attending the latter event. There are pictures in our newsletter.
- ✓ Safeguarding training has reverted to mostly face to face, with online has been undertaken when necessary. Our policies and procedures have been reviewed and updated too.
- ✓ We took the decision not to replace our Area Coordinator who left in the summer 2024, previously covering Rugby and district, and to merge the work elsewhere in the Operations team so as to be more prudent financially.
- ✓ Our income achieved was £95,752, higher than the previous year, and more in line with our expenditure, against the previous year of income £78,054, though this had been lower as some monies were received a little later and came in the first part of 2024, instead of 2023. The carried forward into 2025, was slightly higher at £32,067. Our expenditure was slightly higher at £94,575, with salaries being the greatest difference with 2024 being £54,387 from £51,679 in 2023. Going into 2025 we are budgeting lower salaries owing to 1 less area coordinator. Older Friends' expenses reduced from £26,967 to £23,844 in 2024.
- ✓ We have adjusted our reserves policy as we go into 2024 to 3/4 months expenditure to more reflect the reality of our position, and lead time for grants. We meet regularly to consider whether we have sufficient funds for continued operation.
- ✓ We had recruited a social media person for 4 hours a week in 2024, and this is started to help improve our profile. We are looking to increase our volunteer numbers and also gain interest as charity of the year with local companies.
- ✓ In addition to a few hours from a freelance fund raiser we have also engaged with a larger company to help with sourcing potential grant making bodies and we have paid for them to do one bid in 2025 to see whether their approach will assist.
- ✓ SSD in Stratford have kindly continued with free basic archive storage.
- ✓ We have postponed adoption of CIO status, as previously agreed, owing to lack of funds, and want to focus on our core delivery.

The Friendship Project Trustees' annual report (continued) for the year ended 31 December 2024

Financial Review

The charity made an overall surplus of £1,177 in the year, ending the year with total reserves of £32,067, whilst this is welcome, it should be taken with the backdrop of £18,000 of grants which came in early 2024, when they were ant

We are keeping our funding support under review. Given the challenges in the sector with bids typically being successful in 1 in 6/ 1 in 8 ratio. This makes it much more difficult to obtain funding, and our net has had to be widened, whilst at the same time keeping our costs under review.

The Trustees have reviewed the financial position of the charity in light of the current economic environment and the forecast costs of its operations and fund raising. They believe that with the funding commitments made and plans for 2025, the charity has the necessary funding to continue providing its services for at least the next 12 months. The trustees review this at each of their quarterly meetings.

The charity's policy on reserves

In line with the guidance provided by the Charities Commission, the Friendship Project has reviewed and revised its policy on the holding of financial reserves.

Most of our monthly expenditure relates to the salaries and expenses of our staff and the expenses of our Older Friends.

As our income varies considerably month by month it is important that in order to provide continuity of support for our Younger Friends that we have sufficient financial resources in place for the timely and regular payment of salaries and expenses.

In order to ensure our ability to achieve this, the trustees believe that it is essential to hold financial reserves, including restricted funds, of a minimum of three/four months forecast expenditure. A proportion of these funds are held in an interest earning deposit account.

This policy will be monitored and reviewed annually.

Signed on behalf of the charity's trustees:

Signed  - 10th June 2025

Cheryll Rawbone, Chairman

Independent Examiners Report to the Trustees of The Friendship Project

Year Ended 31 December 2024

I report on the accounts of the charity for the year ended 31 December 2024, which are set out on pages 6 to 13.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Signed:

Paula Wilson, MAAT

Date: 10th June 2025

The Friendship Project

Statement of Financial Activities

For the year ended 31 December 2024

	Note	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £	2023 Total Funds £
Incoming resources					
Grants	2	31,366	41,779	73,145	63,619
Donations	3	18,472	-	18,472	12,091
Fundraising events	4	3,758	-	3,758	2,164
Investment income		377	-	377	180
Total incoming resources		53,973	41,779	95,752	78,054
Resources expended					
Salaries, NI	9	22,169	32,218	54,387	51,679
Staff expenses		1,631	2,369	4,000	4,999
Volunteer expenses		9,720	14,124	23,844	26,967
Insurance		4,068	-	4,068	3,675
Events/Christmas parties		397	-	397	791
Other expenditure	10	7,529	-	7,529	4,301
Independent examination fee	12	350	-	350	350
Total resources expended		45,864	48,711	94,575	92,762
Net incoming/(outgoing) resources		8,109	(6,932)	1,177	(14,708)
Gains & (losses) on investments		-	-	-	-
Total funds brought forward		13,340	17,550	30,890	45,598
Total funds carried forward	8	21,449	10,618	32,067	30,890

Expenditure is allocated between Unrestricted and Restricted funds on the basis of actual expenditure incurred along with an element of judgement on indirect items of expenditure.

The Friendship Project

Balance Sheet

For the year ended 31 December 2024

	Note	£	2024 £	£	2023 £
Current assets					
Cash at bank and in hand		34,456		33,112	
Debtors	6	312		607	
		<u>34,768</u>		<u>33,719</u>	
Current liabilities					
Creditors	7	<u>(2,701)</u>		<u>(2,829)</u>	
Net current assets			32,067		30,890
Net assets			<u>32,067</u>		<u>30,890</u>
The funds of the charity					
General Funds			21,449		13,340
Restricted Funds			10,618		17,550
Total Funds	8		<u>32,067</u>		<u>30,890</u>

The trustees declare that they have approved the accounts above.

Signed on behalf of the charity's trustees:



Signed:

Date: 10th June 2025

Cheryl Rawbone, Chairperson

1. Accounting policies

These financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts and with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with the Charities Act 2011.

Incoming Resources

All material incoming resources have been included on a receivable basis – i.e. they are included if the date receivable falls within the period covered by these accounts.

Resources expended

These have been analysed using a natural classification.

2. Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Warwickshire Police & Crime Commissioner	-	-	-	10,200
King Henry VIII Endowed Trust	-	5,460	5,460	4,250
29th May 1961 Charitable Trust	5,000	-	5,000	6,000
Heart of England 29th May 1961 Charitable Trust	1,000	-	1,000	1,000
Heart of England - High Sheriff of Warwickshire	-	-	-	500
Maud Elkington Trust	-	-	-	2,000
L&Q Foundation	-	2,319	2,319	6,957
Heart of England Dulverton Trust	-	5,000	5,000	5,000
The Higgs Charity	-	-	-	12,000
Masonic Charitable Foundation	4,366	-	4,366	4,366
Four Acre Trust	-	-	-	6,346
IFT O'Brien Trust	3,000	-	3,000	2,000
Warwickshire Crimebeat	-	-	-	3,000
Hearth of England Youell Family	-	3,000	3,000	-
Heart of England CICF	-	13,500	13,500	-
The Michael Marsh Trust	1,500	-	1,500	-
Garfield Weston	7,500	-	7,500	-
Edward Cadbury Grant	-	3,000	3,000	-
The Foyle Foundation	5,000	-	5,000	-
The Misses Barrie Charitable Trust	-	2,000	2,000	-
Austin Edwards Grant	500	-	500	-
FC Stokes Charitable Trust	500	-	500	-
WPH Charitable Trust	3,000	-	3,000	-
Municipal Charities of Stratford upon Avon	-	2,500	2,500	-
Nuneaton and Bedworth Borough Council	-	5,000	5,000	-
	<u>31,366</u>	<u>41,779</u>	<u>73,145</u>	<u>63,619</u>

3. Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Anonymous Donors	7,000	-	7,000	2,000
Aubrey Allen	2,414	-	2,414	2,500
Bates Trust Claverdon	1,500	-	1,500	1,500
FC Stokes Trust	500	-	500	1,500
Charities Trust	-	-	-	1,540
Stour Valley Lions	-	-	-	500
Memory of Toby Barwell	-	-	-	607
George Pragnell	-	-	-	500
Warwickshire Crimebeat	300	-	300	-
WPR Redrow	795	-	795	-
Rotary Club leamington Spa	500	-	500	-
Dean Cleaver	500	-	500	-
F/Flow British and Bigga Ltd	500	-	500	-
Nuneaton Community Church	728	-	728	-
Swains Donation	500	-	500	-
Donations under £500	3,235	-	3,235	1,444
	<u>18,472</u>	<u>-</u>	<u>18,472</u>	<u>12,091</u>

4. Fundraising Events

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
C Rawbone Rugby Shirt	-	-	-	500
Just Giving	164	-	164	1,274
Leamington & District Christmas Sleigh	-	-	-	339
Amazon Smile	-	-	-	52
Laura Bennett Y3 Girls Ettington	179	-	179	-
Becketts Farm	632	-	632	-
Gurdwara Bedworth	135	-	135	-
Danielle Kay Raffle	148	-	148	-
Cream Teas	274	-	274	-
Sing Loud Concert	1,777	-	1,777	-
Other Fund Raising	448	-	448	-
	<u>3,758</u>	<u>-</u>	<u>3,758</u>	<u>2,164</u>

5. Investments

Our Investment Account with M&G Charibond was closed in 2022, due to increased investment risk in the current economic climate. Monies were moved to a lower risk deposit account with Lloyds Bank.

6. Debtors

	2024 £	2023 £
Insurance Prepayment	<u>312</u>	<u>607</u>
	<u>312</u>	<u>607</u>

7. Creditors

	2024 £	2023 £
Volunteer Expenses	1,798	2,137
Staff Expenses	409	251
Independent Examination Fee	350	350
Events Christmas Party	144	90
	<u>2,701</u>	<u>2,829</u>

8. Movements in Funds

	Opening Balance £	Incoming Resources £	(Resources expended) £	Transfers £	Closing Balance £
General funds	<u>13,340</u>	<u>53,973</u>	<u>(45,864)</u>	<u>-</u>	<u>21,449</u>
Total General Funds	<u>13,340</u>	<u>53,973</u>	<u>(45,864)</u>	<u>-</u>	<u>21,449</u>
Restricted Funds					
Warwickshire P&CC	2,550	-	(2,550)	-	-
King Henry VIII Endowed Trust	1,062	-	(1,062)	-	-
The Higgs Charity	9,000	-	(9,000)	-	-
Four Acre Trust	2,021	-	- 2,021	-	-
Dulverton Trust	2,917	-	(2,917)	-	-
King Henry VIII Endowed Trust	-	5,460	(4,095)	-	1,365
L&Q Foundation	-	2,319	(2,319)	-	-
Heart of England Dulverton Trust	-	5,000	- 417	-	4,583
Heart of England Youell Family	-	3,000	(3,000)	-	-
Heart of England CICF	-	13,500	(13,500)	-	-
Edward Cadbury Grant	-	3,000	(2,750)	-	250
The Misses Barrie Charitable Trust	-	2,000	(1,330)	-	670
Stratford Municipal Charities	-	2,500	(1,250)	-	1,250
Nuneaton & Bedworth Borough Council	-	5,000	(2,500)	-	2,500
Total Restricted Funds	<u>17,550</u>	<u>41,779</u>	<u>(48,711)</u>	<u>-</u>	<u>10,618</u>
Total Funds	<u>30,890</u>	<u>95,752</u>	<u>(94,575)</u>	<u>-</u>	<u>32,067</u>

9. Staff costs and numbers

	2024 £	2023 £
Wages, NI & Pension	50,472	51,679
	<u>50,472</u>	<u>51,679</u>

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

The average weekly number of part time employees during the year was 8 (2023: 6)

10. Other expenditure

	2024	2023
	£	£
Telephones	595	521
Printing, stationery & advertising	729	377
Database / IT	91	461
Payroll	576	763
Fundraising	4644	1,500
Sundries	894	677
	<u>7,529</u>	<u>4,299</u>

11. Trustees' remuneration, benefits and expenses

During the accounting period, the charity obtained insurance cover including Public Liability, Employer's Liability, All Risks for Assets, Personal Accident for volunteers and younger friends and Trustee Indemnity Insurance for a total of £4,068

The management committee and other trustees did not receive any remuneration during the year (2023: nil).

12. Independent examination and accountancy services

During the period, the cost of the examination and accountancy services was £350.

13. Controlling parties

The charity is under the control of the management committee.

14. Glossary of terms

Restricted funds:	These are funds given to the charity, subject to specific restrictions set by the donor, but still within the general objects of the charity.
Debtors:	These are expenses paid in the year with some of the benefit arising in the following year
Creditors:	These are amounts owed by the charity, but not paid during the accounting period.