

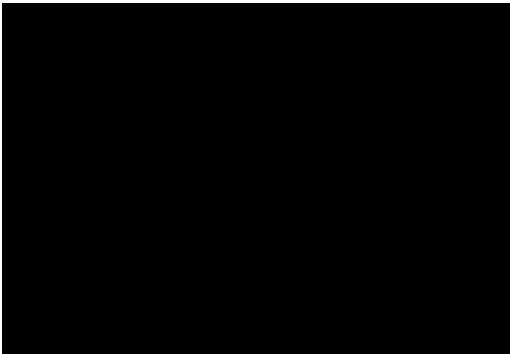
Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2025
for
Inspiring Communities

Drummond Laurie CA
Unit 5
Gateway Business Park
Beancross Road
Grangemouth
FK3 8WX

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for the Year Ended 31 March 2025

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TRUSTEES



PRINCIPAL ADDRESS

Raploch Community Campus
Drip Road
Stirling
FK8 1RD

**REGISTERED CHARITY
NUMBER**

SC037761

INDEPENDENT EXAMINER

Drummond Laurie CA
Unit 5
Gateway Business Park
Beancross Road
Grangemouth
FK3 8WX

Inspiring Communities

Chair's Introduction for the Year Ended 31 March 2025

On behalf of the Board, I am pleased to present this year's Trustees' Report. The past twelve months have been both challenging and inspiring, marked by rising demand for our services at a time of financial uncertainty across the third sector. I am proud of the way Inspiring Communities has responded-through significant restructuring, the strengthening of our Senior Leadership Team, and the continued dedication of our staff and volunteers.

We have invested in new systems, broadened our partnerships, and secured major new funding, including from the National Lottery Community Fund - Community Led: Strengthening Communities programme to deliver our REACH Project (Review, Engage, Align, Co-design, Harmonise). This will guide the next stage of our development, ensuring we remain firmly rooted in the priorities of the communities we serve.

At the heart of all our work is a simple principle: we do things with people, not to them. From baby massage and family learning to digital inclusion, employability, and volunteer support, our holistic, people-centred approach continues to reduce isolation, build skills, and strengthen resilience across Stirling's communities.

I would like to thank my fellow trustees, our dedicated staff, our committed volunteers, and our funders and partners. Together, we have made a tangible difference in people's lives, and I look forward to building on this progress in the year ahead.



CHAIR

The trustees of the Scottish Charitable Incorporated Organisation (SCIO) present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The organisation's purposes are as recognised in section 7(2) of the Charities and Trustee Investment (Scotland) Act 2005:

1. The prevention or relief of poverty.
2. The advancement of education.
3. The advancement of health.
4. The advancement of citizenship or community development (including rural or urban regeneration).
5. The advancement of the arts, heritage, culture or science.
6. The provision of recreational facilities, or the organisation of recreational activities with the object of improving the conditions of life for the persons for whom the facilities or activities are primarily intended.
7. The promotion of equality and diversity.
8. The advancement of environmental protection or improvement.
9. The relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage.
10. The advancement of other similar charitable purposes, projects, initiatives or activities as the charity trustees may consider appropriate.

Our organisation's main aim is to ensure people are actively involved in the REGENERATION and DEVELOPMENT of their community across a range of themes: facilitating learning & skills development; volunteering and befriending; helping people get into and sustain work; developing Active Citizens; generating a sustainable community; and reducing isolation and loneliness.

We co-design, develop and deliver holistic, people-centred community regeneration activities in Stirling. This includes employability, training, digital inclusion, volunteering, intergenerational and early years work, alongside services that tackle social isolation and improve wellbeing.

We exist to help people make a difference in their own lives, doing things WITH, not TO, people. We work with and in Inspiring Communities in Stirling, Scotland.

We focus our efforts on putting health, wellbeing and active citizenship at the heart of all we deliver, and every change we help people and their communities make and sustain.

In summary, we want CHANGE - community led, facilitated by us.

"We aim to help people in the inspiring priority communities in Stirling realise their potential through their activity, wellbeing, work and incomes. We want a prosperous community and for that prosperity to be sustainable - with economic well-being enhancing social well-being and quality of life."

We work with communities, co-designing and delivering holistic, people-centred regeneration across Stirling. From employability and training to digital inclusion, volunteering, intergenerational projects, and early years and family support, we create opportunities that bring people together and tackle social isolation and loneliness.

Backed by forward-thinking funders, we empower individuals to shape their own futures. Working with and in Inspiring Communities in Stirling, we work alongside local people to build a more connected, resilient community.

Health, wellbeing, and active citizenship drive everything we do-because real change starts with people.

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees confirm that Inspiring Communities SCIO meets the charity test as set out in the Charities and Trustee Investment (Scotland) Act 2005 and continues to provide clear public benefit in line with its stated purposes. All activities are designed to support individuals and families facing disadvantage, reduce isolation, improve wellbeing, and strengthen community participation. No private benefit arises beyond what is incidental and necessary for delivering our charitable aims, and trustees consider that no undue harm results from any of our activities.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

We continue to review our aims, objectives and activities each year, reflecting on the success of each key activity and the benefits they bring to those we support. Service user involvement remains central to our monitoring and evaluation processes.

Throughout 2024-2025, demand for our services continued to grow. We responded by restructuring significantly, ensuring we remained agile and resilient. A strengthened Senior Leadership Team, led by our Chief Executive and including our Social Connection Manager, Community Development Manager, and Operations & Impact Manager, now guides our work. They are supported by a dedicated team of project officers across the communities we serve. This structure positions us strongly for the next phase of our development.

We have continued to embed trauma-informed practice across our work, with staff participating in training and refining induction processes. This ensures our teams are equipped to support individuals facing complex barriers with compassion and understanding.

We also invested in digital tools to improve internal coordination, attendance tracking, and outcome monitoring. This strengthened our ability to adapt services in real time and ensured our programmes remain relevant and accessible.

Key Performance Indicators (April 2023 - March 2025):

- **Eastern Villages:** 1,360 participants engaged in training, digital, employability, intergenerational and social isolation/befriending activities (target: 450).
- **Mental wellbeing:** 71%-89% of participants completing forms reported an increase in wellbeing (target: 80%).
- **Employability:** 62 people supported into work; 354 people supported through job and life coaching; 105 employability action plans completed.
- **Learning and Skills:** 546 individuals participated in learning and skills development (target: 320); 150 accredited training outcomes achieved (target: 150); 1,055 non-accredited training outcomes delivered (target: 240); 85 participants completed the "Getting Started with Computers" course.
- **Volunteer Support:** TBC volunteers supported; TBC new volunteer roles created; TBC volunteers progressed into strategic roles.
- **Active Citizenship & Community Engagement:** 12,498 volunteer hours contributed in active citizenship roles (target: 10,000); 1,916 people became more active in their community (target: 600); 154 people completed social wellbeing action plans (target: 60).
- **Capacity Building:** 1,135 people received advice and support sessions (target: 500); 156 appropriate referrals made (target: 70); 438 instances of meeting space provided (target: 240); 32 information/awareness events delivered (target: 32).

We also delivered 115 intergenerational sessions and 2,554 health and wellbeing learning opportunities, surpassing our original targets. Feedback continues to highlight the positive impact of our programmes in improving confidence, reducing isolation, and building stronger community connections.

ACHIEVEMENTS AND PERFORMANCE

Systems and communication

During the year we invested in improved quantitative reporting systems. A bespoke system was introduced to capture all funding streams, ensuring more accurate processing and reporting while reducing management time. This has allowed us to concentrate more on frontline service delivery.

In addition, we have integrated our GDPR reporting procedures via our website, strengthening compliance and transparency. We have also expanded our social media reach and further developed our corporate image with the launch of a LinkedIn page profile, giving stakeholders clearer access to updates on our work and impact.

Digital Presence and Accessibility

Inspiring Communities remains committed to being open, accessible, and transparent in how we communicate our work. Our digital platforms provide regular updates on programmes, opportunities, impact, and community stories, enabling local residents, partners, and stakeholders to engage with us easily. We continue to strengthen our online presence to ensure that information is clear, up to date, and available across the channels our communities use.

You can find us here:

inspiringcommunities.org.uk

Facebook: Inspiring Communities SCIO

Bluesky: [@inspiring-comms.bsky.social](https://bsky.app/profile/inspiring-comms.bsky.social)

Instagram: Inspiring_Comms

Twitter: [@Inspiring_Comms](https://twitter.com/Inspiring_Comms)

LinkedIn: Inspiring Communities SCIO

Tel: 01786 272358

PARTNERSHIPS AND COLLABORATION

Partnership working is fundamental to Inspiring Communities' model and remains one of our greatest organisational strengths. Our approach is rooted in cooperation, shared accountability, and clear multi-agency practice, ensuring that people receive support that is joined-up, safe, and responsive to local need. We actively avoid duplication and instead work alongside organisations whose expertise complements our own, enabling individuals and families to benefit from a coherent network of services.

Across the year we deepened our collaboration with statutory partners, particularly through Stirling Council's Thriving Communities commissioning process. As an approved provider and a member of the associated Strategic Third Sector Group, we have contributed to shaping the emerging relationship between the Council and the voluntary sector. This work supports stronger alignment between commissioned services, community-led provision, and wider local priorities, ensuring that the voices of smaller organisations and community groups are represented in system-level planning.

Our partnerships with schools and early years settings across the Stirling clusters have continued to grow, with joint activity ranging from CEOP training and wellbeing programmes to intergenerational gardening projects.

Collaboration with Big Noise (Sistema) continues through hosting Baby Noise, joint delivery of ukulele group, and shared music-making with our Community Chorus, widening creative access for families and strengthening intergenerational links.

We maintain strong, long-standing relationships with organisations including Start Up Stirling, Stirling CAB, Libraries, Strathcarron Hospice, Active Stirling, Butterfly Conservation, as well as community organisations such as Plean's Voice, Fallin Community Voice, CRAG and other groups across Cowie and Cornton. These partnerships support coordinated referrals, specialist advice, crisis response, digital inclusion, energy efficiency guidance, volunteering pathways, and community-led activity.

We also provide space and operational support for external partners whose work aligns with our mission. This includes hosting Support for Families (S4F) and their well-attended girls' groups, giving young people a safe, trusted environment for encouragement, confidence-building, and peer connection. This partnership expands the local offer for young people and allows services to operate in a trauma-informed, accessible venue at the heart of the community.

Our early years and family support programme continues to work closely with Stirling Council Family Support Teams, health visitors, schools, and other statutory partners. Parents and carers engaging in our Twinkle Stars, Stay & Play, IAIM Baby Massage, Inspiring Senses group and wider wellbeing activities benefit from clear referral pathways and multi-agency safeguarding practice, ensuring families receive the right support at the right time.

We also collaborate with smaller grassroots groups to deliver activities in communities where we do not yet have a permanent base, enabling wider geographical reach and supporting local capacity-building. Where appropriate, we co-develop funding bids with these organisations, helping them to access additional resources while benefiting from shared learning, governance support, and infrastructure.

These partnerships reflect our belief that community resilience and wellbeing are built through shared effort.

By working strategically and operationally with others across Stirling, we strengthen our collective impact, widen access to support, and ensure that community-led development remains central to the area's wider ecosystem of care, learning, and opportunity.

FINANCIAL REVIEW

Financial position

At year-end 2025, we reported a net surplus of £16,372, compared to a £9,971 surplus in 2024. This increase reflects both an uplift in grant income and effective cost management.

FINANCIAL REVIEW

Principal funding sources

We remain grateful to the forward-thinking, often changemaking, funders who support us as we work with and in communities with the greatest need.

The principal sources of funding for the charity continue to be grant income, notably from the Scottish Government's Investing in Communities Fund, for which we remain the only Stirlingshire awardee (secured until March 2026). This supports our core delivery across employability, digital inclusion, volunteering, and family support.

We were particularly pleased to secure funding from the National Lottery Community Fund - Community Led: Strengthening Communities programme to support our REACH Project (Review, Engage, Align, Co-design, Harmonise). This award funds a two-year strategic review and capacity-building process, co-designed with staff, trustees, and communities. It will embed stronger governance, expand community-led activities, and ensure services are resilient and aligned with local needs.

Additional support has included:

- **Community Mental Health and Wellbeing Fund** (via Stirlingshire Voluntary Enterprise), which enabled us to deliver mental health and wellbeing services, tackle social isolation and loneliness, and train local people in awareness and peer support roles.
- **Access Foundation**, whose support funded a 12-month pause for our Digital Project Officer to work with local people following on from Connecting Scotland. This included developing new digital skills such as using artificial intelligence and co-designed sessions like buying and selling on Vinted.
- **Stafford Charitable Trust**, which contributed to our employability services alongside No One Left Behind (NOLB) funding via Stirling Council, strengthening our coaching-based employability support.
- **Stirling Community Lottery**, which, though reduced in unrestricted ticket income, helped sustain our Warm Spaces provision.
- **Henry Smith Covid Recovery Fund**, which concluded successfully in 2024, with strong outcomes in the Eastern Villages. Learning from this programme enabled us to secure a new two-year National Lottery award for family support services.
- **Robertson Trust**, which provided a £15,000 multi-annual award supporting our employability services, particularly for parents, carers, and kinship carers.
- **Hugh Fraser Foundation**, which gave a £5,000 contribution used flexibly to meet increased demand linked to cost-of-living pressures and our wider geographic reach.
- **Volunteer Support Fund (via Impact Funders)**, which supported our volunteer programme. We remain one of only two Volunteer Friendly accredited organisations in Stirlingshire. However, we note with concern that national continuation of this fund is not expected beyond September 2025. Discussions have been held with both Volunteer Scotland and our local TSI, SVE on this development and the difficulties in resourcing accreditation processes for charities only to have it discontinued.

Together, these awards reflect the breadth of support that underpins our services, from tackling loneliness and isolation to enhancing employability, digital participation, and family wellbeing.

FINANCIAL REVIEW

Proposed pay awards

As highlighted in our risk assessment, rising staffing costs and retention remain key considerations; the following outlines the Board's approach to addressing these through planned pay awards and our wider commitment to being a responsible employer.

The Board has agreed in principle a two-year pay award in line with COSLA agreements, reflecting our commitment to fair pay and workforce sustainability. This includes:

- A 4% uplift for 2025, to be applied in 2025 and backdated to April 2025.
- A further 3.5% uplift in 2026, agreed in principle.

Whilst we have committed to the 4% uplift for 2025, the 3.5% increase for 2026 will be subject to affordability. We recognise that grants, particularly multi-annual awards, are often standstill budgets, and these increases therefore carry significant resource implications. The Board acknowledges the extensive fundraising work required to sustain these commitments and will continue to prioritise engagement with funders and partners to ensure our ability to support fair wages and retain a skilled workforce. This approach links directly to our wider sustainability priorities and reinforces our position as a responsible employer.

Remuneration and Pay Setting

The charity's approach to pay is rooted in fairness, sector alignment, and transparency. All salaries are benchmarked against comparable roles within the Scottish voluntary sector and reviewed annually by the Board. Decisions on senior staff remuneration are made by trustees, taking account of affordability, sector standards, and organisational sustainability. No trustee receives remuneration for their role.

Reserves policy

The charity aims to hold unrestricted reserves sufficient to cover between two and three months of core operating costs. This level is considered appropriate given the scale of our services, the mix of multi-year and annual grants, and the need to manage cash-flow fluctuations associated with restricted funding.

At 31 March 2025, unrestricted reserves stood at £24,211. Trustees continue to monitor the reserves position closely. The Board recognises the importance of rebuilding unrestricted reserves to strengthen organisational resilience and will prioritise this within future fundraising and strategic planning.

Going concern

The trustees have assessed the charity's financial position, current funding commitments, and forward plans. With confirmed multi-year funding in place and a robust pipeline of bids and partnerships, the Board is satisfied that the organisation has adequate resources to continue in operational existence for at least 12 months from the date the financial statements are approved. The financial statements have therefore been prepared on a going concern basis.

Public Procurement and Commissioning

Following a successful public procurement tendering process, Inspiring Communities is now an approved bidder for Stirling Council's £1.5 million Thriving Communities programme. We are also part of a consortium approved bidder with Stirlingshire Voluntary Enterprise (SVE), our local Third Sector Interface. Due to the nature of the commissioning process, this potential income has not been cash flowed into future budgets and is not factored into our assessment of going concern.

CASE STUDIES AND COMMUNITY VOICES

The stories of our participants and volunteers remain the most powerful evidence of the impact of our work. This year we have seen many individuals make remarkable journeys of growth, connection, and resilience.

RB's Story

RB first engaged with Inspiring Communities Hub by using the computers during open access sessions, seeking connection at a time of isolation. His involvement steadily grew as he joined a visit to the Men's Shed in Alloa, then took part in our Feel Good Friday massage chair sessions after seeing them promoted on Facebook. These low-barrier activities provided him with a safe entry point to re-engage with his community.

RB went on to participate in Drumbeat, delivered in partnership with MenSelf, which became a turning point in building his confidence and social connections. He then joined our Simple Stitches group, developing sewing skills and making handmade gifts for friends. This creative outlet gave him a sense of achievement and purpose. His involvement extended further as he volunteered with the ROC'N Gardening Group, where he forged strong relationships across generations and contributed to community projects such as the Beds for Bees initiative. RB also undertook training with Butterfly Conservation-Stirling and volunteered with The School of English.

RB's journey from participant to volunteer demonstrates the transformative effect of community engagement, reducing isolation, strengthening wellbeing, and empowering him to give back to others. He is now a valued and inspiring presence in our community.

NK's Story

NK came to Inspiring Communities in September 2023 seeking digital support and assistance with complex visa arrangements. She quickly became a regular at our Twinkle Stars Baby and Toddler group, before joining Local History, Wellbeing Wednesday, Community Chorus, and Soup 'n' Social sessions. NK began volunteering with us, sharing her skills by cooking a traditional meal for her group after completing her Food Hygiene certification.

We also supported her to access a sewing machine, enabling her to make clothes for her family. NK has spoken openly about the positive impact of the hub on her confidence and wellbeing, saying: "Coming to the hub makes me happy; I was lonely at home and didn't know anybody in the area. Now I come along and see my friends and my daughter can play with the toys. Everyone always makes me feel welcome."

AH's Story

AH, a retired resident of Fallin, was living alone while caring for his wife who was unwell and based in a nearby village. With no close family nearby and limited digital skills, he was experiencing significant isolation and low daily contact with others.

His first contact with Inspiring Communities came when he dropped into Fallin Library while our Craft and Chat group was running. Encouraged by staff, he stayed to join in conversation and soon began attending our Local History group, followed by sessions in Raploch and our Community Chorus. Through these groups he built new friendships and became more engaged in his community.

AH was also introduced to Strathcarron, one of our partner organisations, and began volunteering at local events. He completed his Elementary Food Hygiene certification through us, enabling him to contribute to community gatherings.

Although AH remains cautious about the digital world, he now accesses information through our paper resources and relies on his new community connections to stay informed. His journey has transformed his daily life: once he relied on leaving out a water bowl for dog walkers to spark conversation, now he feels part of a supportive local network and engages confidently in village activities.

Staff and volunteers have remarked on the positive change in AH, noting his willingness to talk with anyone and his enthusiasm for being around others. His story highlights how simple, low-barrier engagement can lead to improved mental health, stronger relationships, and a renewed sense of purpose.

These case studies demonstrate how people move from initial engagement into volunteering, skill-building, and active citizenship, embodying the charity's commitment to doing things with, not to, communities.

GRATITUDE WALL

#InspiringConnectionsTransformingLives

We continue to capture feedback and reflections through our Gratitude Wall and through our Inspiring Connections, Transforming Lives campaign. A selection of recent comments includes:

- *"As a first-time mum, I was feeling a bit lost and really needed to meet other parents who just got it. Marie was amazing-it wasn't just about the baby massage (which was fab!), but the way she really saw each of us. She made us feel heard and even got us thinking about what comes next after maternity leave. Knowing there's support beyond this has been such a relief. I feel so much more confident and connected now!"*
- *"For years, I felt like I'd been forgotten-like my health conditions and long-term unemployment had defined me. But with the right support, I started to believe in myself again. Now, I've done something I never thought possible-I've landed a part-time job! It's not just work; it's a fresh start, a massive step forward, and proof that I'm capable of so much more."*
- *"The #WarmSpace really made a difference during the cost of living crisis. Being able to access it, along with CAB drop-ins and food bank referrals, took a huge weight off my shoulders. The team was so kind and caring, and it's great knowing there's follow-on support available too."*
- *"Just a massive thank you to the amazing Stay & Play team in Cowie! Alyson and Stacey's kindness and support have meant the world to me and so many new parents. Parenthood is tough, and with the cost of living crisis, it can feel even more overwhelming. But the warm welcome and encouragement we've had here have made all the difference-it's been a real lifeline when we needed it most!"*
- *"I'm no expert, but I've learned so much from others at Craft & Chat. I love how informal and supportive it is. Now, I'm teaching my grandchildren to crochet, and it's such a lovely bonding time. Thanks for creating such a welcoming space!"*
- *"I thought I'd missed out on the digital world, but after getting help through the Connected Scotland programme, I'm now doing online training! I use these skills to stay in touch with people and even volunteer. It's been a total game-changer."*
- *"I had to give up work to care for my elderly parent during the pandemic, I wasn't sure how to re-enter the workforce. Thanks to the expert CV advice, training, and support, I've secured a role in retail with a local bakery. I'm not just earning an income again - I'm enjoying the work, socialising more, and feeling like part of the community. It's a fresh start I never imagined possible!"*
- *"I can't thank you enough for the work done on the Raploch school gardens. The difference is astounding! Getting the kids outside has helped them learn and really sparked an interest in nature and the natural world. The adult volunteers have been great too, and it's been amazing to see everyone get involved."*
- *"It took me a while to get up the courage to try new things, but since I started the HEAL group, I can't tell you the difference it's made. I love body-boosting bingo, even though I still feel unfit - there's no pressure! And I absolutely LOVE Rita's tasting sessions. She's amazing!"*
- *"Jumping between short-term jobs, I thought that was all I could get. But after the Realising Actual Potential programme, I focused on myself, built my skills, and landed a permanent job! Now, I just drop in for the social side-work's keeping me busy, and I feel more secure than ever."*
- *"Huge thanks for Raploch Twinkle Stars! So much fun, great activities & a chance to meet other parents since I'm new to the area. Amanda is amazing!"*
- *"Thanks for your support and free training! The online courses for health & safety, first aid, and food hygiene were perfect - I could do them around work and family. Plus, they've got me a cheeky little pay rise now that I'm more qualified! Win-win!"*

These voices bring to life the human impact of our work and highlight the strength, resilience, and creativity within our Inspiring Communities.

CONCLUSION

The past year has highlighted both the resilience and the evolving strength of Inspiring Communities. In a period marked by rising need, financial uncertainty and the wider pressures facing the third sector, the organisation has not only sustained its work but sharpened its governance, strengthened its systems and invested in the people who deliver our mission every day.

Our REACH (Review, Engage, Align, Co-design, Harmonise) strategic review has been a significant milestone. It has enabled us to listen deeply, reflect carefully and plan with purpose. This ensures that our future direction is rooted in community priorities and supported by strong organisational foundations. The review is already shaping the next stage of our development and is helping to embed sustainability and clarity of purpose across the charity.

The trustees are immensely proud of the progress made this year and of the impact described throughout this report. Our staff and volunteers continue to demonstrate exceptional commitment, skill and compassion, often in challenging circumstances. Their work has helped people feel less isolated, more confident, more connected and better equipped to navigate the complexities of daily life.

We remain firmly committed to our role as a community led organisation. In the year ahead, we will continue to work alongside local people, funders and partner organisations to build a more connected, empowered and resilient Stirling. Our aim is to ensure that individuals and families have the support, opportunities and relationships they need to thrive and that communities can shape their own futures with confidence.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Charity is a Scottish Charitable Incorporated Organisation (a SCIO). It was registered in its current legal form on 20 August 2019. The charity was previously an incorporated association but changed its legal form to a SCIO. The assets of the unincorporated association were transferred to the SCIO on the 20 August 2019. It has a single tier structure and as such the trustees are the members of the charity.

Recruitment and appointment of new trustees

Trustees are appointed to the management committee elected biennially at the annual general meeting.

Induction and training of new trustees

We were delighted to welcome our new Treasurer, Heather Easson, this year. She is undertaking a comprehensive training programme to strengthen our governance capacity. Our newer trustees, Helen Piper, Jane MacPhail, and Heather Easson, have all undertaken trustee training via our local Third Sector Interface, Stirlingshire Voluntary Enterprise (SVE), while two other trustees refreshed their training during the year. All trustees have been actively involved in our REACH strategic review, ensuring governance continues to evolve alongside organisational priorities.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Staff and volunteer acknowledgements

The Board extends its sincere thanks to our staff and volunteers, whose dedication, skill, and compassion underpin everything Inspiring Communities achieves. This has been a year marked by rising demand, structural change, and significant operational pressure; throughout, our staff have demonstrated exceptional professionalism, creativity, and resilience. They have continued to deliver high-quality, trauma-informed support across multiple communities while adapting to new systems, expanded partnership work, and the requirements of our strategic review.

We are deeply grateful for the leadership and commitment shown by our Senior Leadership Team and by colleagues working on the frontline every day. Their ability to build trust, create safe spaces, respond to complex needs, and hold strong values in practice is central to the impact described throughout this report.

Our volunteers remain an essential part of our organisation. From those contributing strategically on our Board to those supporting group sessions, befriending activity, gardening projects, digital support, and community events, their contribution continues to extend the reach and relational depth of our work.

We were particularly pleased to recognise James as our Volunteer of the Year. His warmth, humour, and consistency have brought joy to our Community Chorus and to the many events he has supported with partners. He embodies the spirit of Inspiring Communities: connection, kindness, and community in action.

The Board is immensely proud of the whole team and recognises the difference they make every day across Stirling's communities.

SAFEGUARDING STATEMENT

The trustees recognise their responsibility to ensure that Inspiring Communities provides a safe, supportive environment for all who engage with our services. The organisation has up to date safeguarding policies covering children, young people, and vulnerable adults, and these are reviewed regularly by the Senior Leadership Team and the Board.

Safeguarding practice is embedded across the organisation. Staff and volunteers receive training appropriate to their roles, including induction training, refresher learning, and specialist modules such as CEOP and digital safeguarding. Clear internal reporting procedures ensure concerns are escalated promptly to designated safeguarding leads, with governance oversight from trustees.

Inspiring Communities operates a multi-agency safeguarding approach in line with national guidance. We work closely with statutory partners, including Stirling Council, education and health services, and relevant third sector organisations, ensuring that information is shared appropriately and that concerns are acted on in a timely and coordinated way. Where issues fall outside our remit, we follow established referral pathways and maintain firm organisational boundaries to ensure safe and lawful practice.

This approach reflects our commitment to maintaining the highest standards of safeguarding, protecting the wellbeing of participants, volunteers, and staff, and ensuring that our work strengthens, rather than substitutes for, statutory safeguarding frameworks.

FUNDRAISING STANDARDS

The charity adheres to the Scottish Fundraising Standards Panel's Fundraising Guarantee and operates within a comprehensive Fundraising Governance Suite that ensures all activity is lawful, ethical, and aligned with OSCR's guidance on good practice. Although the majority of our income is derived from grants rather than public donations, the Board maintains strong oversight of all fundraising and income-generation activity through clear internal controls and regular reporting.

Our Fundraising Governance Suite includes:

- Fundraising Policy
- Ethical Fundraising Policy
- Online Fundraising Policy
- Financial Management Policy
- Strategic Partnerships & Alignment Policy
- Fundraising Strategy
- 12-month rolling Fundraising Plan
- Delegated Authority and Bid Approval Matrix
- Partner Values Alignment Checklist

STRUCTURE, GOVERNANCE AND MANAGEMENT

Together, these documents guide decision-making, ensure compliance with legal and regulatory requirements, and safeguard the organisation's reputation. We do not undertake cold-calling, door-to-door fundraising, or any practice that may cause undue pressure or distress. Anyone representing Inspiring Communities does so in line with our Code of Conduct and our GDPR and Safeguarding policies.

Feedback from donors, partners, or members of the public is welcomed and managed through our Complaints Procedure, with oversight from the Board. This approach ensures transparency, accountability, and the maintenance of public trust in our fundraising and grant-seeking work.

COMPLAINTS AND FEEDBACK

Inspiring Communities operates a formal complaints procedure. All complaints received are acknowledged, recorded, and reviewed by senior management, with oversight from the trustees. During the reporting year, we received zero formal complaints. Wider feedback from participants, volunteers, and partners continues to inform service development.

Environmental sustainability

We continue to strengthen our commitment to environmental responsibility. Our environmental and waste management policy underpins day-to-day practice, from recycling and energy efficiency in our hub to reducing unnecessary travel through hybrid working. We actively encourage sustainable travel for staff and volunteers and are exploring further incentives for active travel.

During the year, we piloted several projects linking environmental sustainability to community resilience. These included energy efficiency workshops, digital support for households to reduce bills, and localised initiatives to embed sustainability into community-led action. We are seeking further funding to scale this work and embed environmental sustainability more deeply across our programmes.

EQUALITY, DIVERSITY AND INCLUSION

The charity is committed to promoting equality, diversity, and inclusion in all aspects of its work. We strive to remove barriers to participation by offering accessible, trauma-informed, and culturally sensitive services. Our programmes are co-designed with people who have lived experience of disadvantage, and we continue to strengthen EDI practice through staff training, accessible communication, and inclusive volunteer pathways.

Future growth areas

Looking ahead, the charity is focused on building from the outcomes of our strategic review under the REACH Project (Review, Engage, Align, Co-design, Harmonise). We will further develop areas of need identified during this process and co-design services directly with communities to ensure they are relevant and sustainable.

We have also successfully delivered a number of collaborative funding bids with smaller local organisations, ensuring that geographical communities where we do not yet have a physical base are still able to access our services. This partnership-based approach will continue to underpin our growth.

Demand for our CEOP (Child Exploitation and Online Protection) training has been overwhelming, with delivery expanding across multiple school clusters. Our trained teams now provide extensive sessions for teachers, parents, and young people, embedding digital safeguarding and awareness more deeply into community practice.

We have also expanded early years provision, including the return of IAIM baby massage delivered by colleagues trained in infant massage. These sessions are now offered on a rotational basis across Raploch, Fallin, Plean, Cornton, St Ninian's, and Cowie, with plans to extend to further areas. This complements our wider family support offer and responds directly to community demand for accessible early years support.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board takes its responsibility for risk management seriously and maintains a comprehensive risk register, reviewed on a quarterly basis. Key categories considered include:

- **Financial risks**, such as funding delays, cashflow pressures, sustainability of income streams, and the affordability of staff pay uplifts in the context of standstill or time-limited grants
- **Strategic risks**, including alignment with community needs, funder priorities, and external policy changes.
- **Operational risks**, covering delivery capacity, health and safety, and compliance.
- **Governance risks**, including succession planning for both trustees and senior staff.

We recognise the challenges across the charity sector in recruiting trustees. To mitigate this, we continue to invest in broadening our networks, offering observer opportunities at Board meetings, and emphasising the value of governance roles in strengthening local communities.

In relation to staff, we remain mindful of retention pressures, particularly in a cost-of-living crisis. Our approach is to align our offering with sector standards by committing to annual uplifts where possible, ensuring fair pay, and providing additional benefits such as flexible working arrangements. This helps us sustain a resilient and committed workforce while supporting staff wellbeing.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

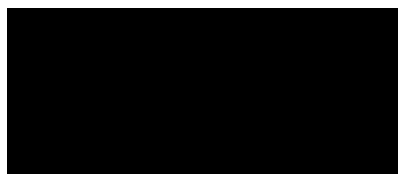
The charity trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing the financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on and signed on its behalf by:



.....

Independent Examiner's Report to the Trustees of
Inspiring Communities

I report on the accounts for the year ended 31 March 2025 set out on pages sixteen to twenty seven.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. 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 I do not express an audit opinion on the view given by the accounts.

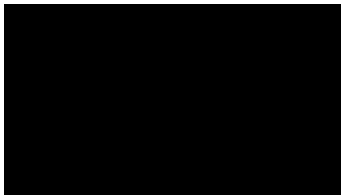
Independent examiner's statement

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 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations

have 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.



The Association of Chartered Certified Accountants

Drummond Laurie CA
Unit 5
Gateway Business Park
Beancross Road
Grangemouth
FK3 8WX

Date:

Inspiring Communities

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		1,019	-	1,019	835
Charitable activities					
Access to Work		-	26,623	26,623	-
The Robertson Trust		-	15,000	15,000	-
Henry Smith		-	19,350	19,350	82,450
Impact Funding		-	11,031	11,031	12,989
IIC		-	111,302	111,302	109,171
Scottish Communities Fund		-	13,495	13,495	-
Council		-	11,727	11,727	20,135
The Stafford Trust		13,295	-	13,295	-
Stirling Long term Job Creation Scheme		-	-	-	10,000
General		5,000	-	5,000	-
Realising Actual Potential		-	-	-	9,378
Sow the Seeds FEL		-	-	-	1,490
Investment income	2	<u>401</u>	<u>-</u>	<u>401</u>	<u>146</u>
Total		<u>19,715</u>	<u>208,528</u>	<u>228,243</u>	<u>246,594</u>
EXPENDITURE ON					
Charitable activities					
Community Liason		-	-	-	767
Mind The Gap		-	-	-	711
Access to Work		-	2,800	2,800	-
Cook and Coach		-	-	-	207
Henry Smith		-	38,699	38,699	82,237
Impact Funding		-	11,031	11,031	13,240
IIC		-	113,975	113,975	104,365
Befriending Fund		-	-	-	409
Bank of Scotland Contingency		-	-	-	585
Scottish Communities Fund		-	5,795	5,795	359
Council		-	2,215	2,215	9,605
Soil Association FFLGetTogethers		-	-	-	6
Alpkit Foundation		-	-	-	97
The Stafford Trust		3,700	-	3,700	-
Stirling Long term Job Creation Scheme		-	20,032	20,032	10,684
NHS Charities Together		-	-	-	5,432
General		8,917	-	8,917	1,758
Realising Actual Potential		-	4,707	4,707	4,671
Sow the Seeds FEL		<u>-</u>	<u>-</u>	<u>-</u>	<u>1,490</u>
Total		<u>12,617</u>	<u>199,254</u>	<u>211,871</u>	<u>236,623</u>

The notes form part of these financial statements

Inspiring Communities

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
NET INCOME		7,098	9,274	16,372	9,971
RECONCILIATION OF FUNDS					
Total funds brought forward		17,113	48,893	66,006	56,035
TOTAL FUNDS CARRIED FORWARD		<u>24,211</u>	<u>58,167</u>	<u>82,378</u>	<u>66,006</u>

The notes form part of these financial statements

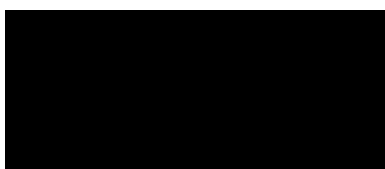
Inspiring Communities

Balance Sheet

31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	6	2,829	-	2,829	993
CURRENT ASSETS					
Cash at bank and in hand		27,317	106,897	134,214	84,958
CREDITORS					
Amounts falling due within one year	7	(5,935)	(48,730)	(54,665)	(19,945)
NET CURRENT ASSETS		<u>21,382</u>	<u>58,167</u>	<u>79,549</u>	<u>65,013</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>24,211</u>	<u>58,167</u>	<u>82,378</u>	<u>66,006</u>
NET ASSETS		<u>24,211</u>	<u>58,167</u>	<u>82,378</u>	<u>66,006</u>
FUNDS	8				
Unrestricted funds				24,211	17,113
Restricted funds				<u>58,167</u>	<u>48,893</u>
TOTAL FUNDS				<u>82,378</u>	<u>66,006</u>

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



The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities and Trustee Investment (Scotland) Act 2005. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 33% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on cost

Tangible fixed assets are stated at cost less depreciation. Cost represents purchase price together with any incidental costs of acquisition.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>401</u>	<u>146</u>

3. SUPPORT COSTS

	Management £	Information technology £	Governance costs £	Totals £
Henry Smith	2,017	-	-	2,017
Impact Funding	-	-	744	744
IIC	-	-	1,289	1,289
The Stafford Trust	313	529	475	1,317
General	<u>-</u>	<u>-</u>	<u>1,422</u>	<u>1,422</u>
	<u>2,330</u>	<u>529</u>	<u>3,930</u>	<u>6,789</u>

Support costs, included in the above, are as follows:

	Henry Smith £	Impact Funding £	IIC £
Travel and subsistence	2,017	-	-
Computer software	-	-	-
Accountancy and legal fees	-	500	1,200
Legal fees	-	-	-
Bookkeeping and administration	<u>-</u>	<u>244</u>	<u>89</u>
	<u>2,017</u>	<u>744</u>	<u>1,289</u>

	The Stafford Trust £	General £	31.3.25 Total activities £	31.3.24 Total activities £
Travel and subsistence	313	-	2,330	2,033
Computer software	529	-	529	797
Accountancy and legal fees	-	430	2,130	2,016
Legal fees	475	-	475	258
Bookkeeping and administration	<u>-</u>	<u>992</u>	<u>1,325</u>	<u>300</u>
	<u>1,317</u>	<u>1,422</u>	<u>6,789</u>	<u>5,404</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	835	-	835
Charitable activities			
Henry Smith	-	82,450	82,450
Impact Funding	-	12,989	12,989
IIC	-	109,171	109,171
Council	-	20,135	20,135
Stirling Long term Job Creation Scheme	-	10,000	10,000
Realising Actual Potential	-	9,378	9,378
Sow the Seeds FEL	-	1,490	1,490
Investment income	<u>146</u>	<u>-</u>	<u>146</u>
Total	<u>981</u>	<u>245,613</u>	<u>246,594</u>
EXPENDITURE ON			
Charitable activities			
Community Liason	-	767	767
Mind The Gap	-	711	711
Cook and Coach	-	207	207
Henry Smith	-	82,237	82,237
Impact Funding	-	13,240	13,240
IIC	-	104,365	104,365
Befriending Fund	-	409	409
Bank of Scotland Contingency	-	585	585
Scottish Communities Fund	-	359	359
Council	-	9,605	9,605
Soil Association FFLGetTogethers	6	-	6
Alpkit Foundation	97	-	97
Stirling Long term Job Creation Scheme	-	10,684	10,684
NHS Charities Together	-	5,432	5,432
General	1,758	-	1,758
Realising Actual Potential	-	4,671	4,671
Sow the Seeds FEL	<u>-</u>	<u>1,490</u>	<u>1,490</u>
Total	<u>1,861</u>	<u>234,762</u>	<u>236,623</u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	(880)	10,851	9,971
RECONCILIATION OF FUNDS			
Total funds brought forward	17,993	38,042	56,035
TOTAL FUNDS CARRIED FORWARD	<u>17,113</u>	<u>48,893</u>	<u>66,006</u>

6. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2024	403	1,708	23,612	25,723
Additions	<u>-</u>	<u>-</u>	<u>2,560</u>	<u>2,560</u>
At 31 March 2025	<u>403</u>	<u>1,708</u>	<u>26,172</u>	<u>28,283</u>
DEPRECIATION				
At 1 April 2024	296	1,214	23,220	24,730
Charge for year	<u>35</u>	<u>99</u>	<u>590</u>	<u>724</u>
At 31 March 2025	<u>331</u>	<u>1,313</u>	<u>23,810</u>	<u>25,454</u>
NET BOOK VALUE				
At 31 March 2025	<u>72</u>	<u>395</u>	<u>2,362</u>	<u>2,829</u>
At 31 March 2024	<u>107</u>	<u>494</u>	<u>392</u>	<u>993</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Taxation and social security	3,267	3,160
Other creditors	<u>51,398</u>	<u>16,785</u>
	<u>54,665</u>	<u>19,945</u>

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

8. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	17,113	(2,497)	14,616
The Stafford Trust	-	9,595	9,595
	17,113	7,098	24,211
Restricted funds			
Access to Work	-	23,823	23,823
The Robertson Trust	-	15,000	15,000
Henry Smith	19,349	(19,349)	-
IIC	4,805	(2,674)	2,131
SVE Scottish Communities	-	7,701	7,701
Council	20,032	(10,520)	9,512
Realising Actual Potential	4,707	(4,707)	-
	48,893	9,274	58,167
TOTAL FUNDS	66,006	16,372	82,378

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	6,420	(8,917)	(2,497)
The Stafford Trust	13,295	(3,700)	9,595
	19,715	(12,617)	7,098
Restricted funds			
Access to Work	26,623	(2,800)	23,823
The Robertson Trust	15,000	-	15,000
Henry Smith	19,350	(38,699)	(19,349)
Impact Funding	11,031	(11,031)	-
IIC	111,301	(113,975)	(2,674)
SVE Scottish Communities	13,496	(5,795)	7,701
Council	11,727	(22,247)	(10,520)
Realising Actual Potential	-	(4,707)	(4,707)
	208,528	(199,254)	9,274
TOTAL FUNDS	228,243	(211,871)	16,372

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

8. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	17,890	(777)	17,113
Soil Association FFLGetTogethers	6	(6)	-
Alpkit Foundation	<u>97</u>	<u>(97)</u>	<u>-</u>
	17,993	(880)	17,113
Restricted funds			
Community	767	(767)	-
Young Start	711	(711)	-
Cook and Coach	207	(207)	-
Henry Smith	19,136	213	19,349
Impact Funding	251	(251)	-
IIC	-	4,805	4,805
Bank of Scotland Contingency	585	(585)	-
SVE Scottish Communities	358	(358)	-
Befriending Fund	409	(409)	-
Council	9,502	10,530	20,032
NHS Charities Together	5,433	(5,433)	-
Stirling Long term Job Creation Scheme	683	(683)	-
Realising Actual Potential	<u>-</u>	<u>4,707</u>	<u>4,707</u>
	<u>38,042</u>	<u>10,851</u>	<u>48,893</u>
TOTAL FUNDS	<u>56,035</u>	<u>9,971</u>	<u>66,006</u>

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

8. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	981	(1,758)	(777)
Soil Association FFLGetTogethers	-	(6)	(6)
Alpkit Foundation	-	(97)	(97)
	981	(1,861)	(880)
Restricted funds			
Community	-	(767)	(767)
Young Start	-	(711)	(711)
Cook and Coach	-	(207)	(207)
Henry Smith	82,450	(82,237)	213
Impact Funding	12,989	(13,240)	(251)
IIC	109,170	(104,365)	4,805
Bank of Scotland Contingency	-	(585)	(585)
SVE Scottish Communities	1	(359)	(358)
Befriending Fund	-	(409)	(409)
Council	20,135	(9,605)	10,530
NHS Charities Together	(1)	(5,432)	(5,433)
Stirling Long term Job Creation Scheme	10,001	(10,684)	(683)
Realising Actual Potential	9,378	(4,671)	4,707
Sow the Seeds FEL	1,490	(1,490)	-
	<u>245,613</u>	<u>(234,762)</u>	<u>10,851</u>
TOTAL FUNDS	<u>246,594</u>	<u>(236,623)</u>	<u>9,971</u>

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

8. MOVEMENT IN FUNDS - continued

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

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	17,890	(3,274)	14,616
Soil Association FFLGetTogethers	6	(6)	-
Alpkit Foundation	97	(97)	-
The Stafford Trust	-	9,595	9,595
	17,993	6,218	24,211
Restricted funds			
Community	767	(767)	-
Young Start	711	(711)	-
Access to Work	-	23,823	23,823
The Robertson Trust	-	15,000	15,000
Cook and Coach	207	(207)	-
Henry Smith	19,136	(19,136)	-
Impact Funding	251	(251)	-
IIC	-	2,131	2,131
Bank of Scotland Contingency	585	(585)	-
SVE Scottish Communities	358	7,343	7,701
Befriending Fund	409	(409)	-
Council	9,502	10	9,512
NHS Charities Together	5,433	(5,433)	-
Stirling Long term Job Creation Scheme	683	(683)	-
	38,042	20,125	58,167
TOTAL FUNDS	<u>56,035</u>	<u>26,343</u>	<u>82,378</u>

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

8. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,401	(10,675)	(3,274)
Soil Association FFLGetTogethers	-	(6)	(6)
Alpkit Foundation	-	(97)	(97)
The Stafford Trust	13,295	(3,700)	9,595
	20,696	(14,478)	6,218
Restricted funds			
Community	-	(767)	(767)
Young Start	-	(711)	(711)
Access to Work	26,623	(2,800)	23,823
The Robertson Trust	15,000	-	15,000
Cook and Coach	-	(207)	(207)
Henry Smith	101,800	(120,936)	(19,136)
Impact Funding	24,020	(24,271)	(251)
IIC	220,471	(218,340)	2,131
Bank of Scotland Contingency	-	(585)	(585)
SVE Scottish Communities	13,497	(6,154)	7,343
Befriending Fund	-	(409)	(409)
Council	31,862	(31,852)	10
NHS Charities Together	(1)	(5,432)	(5,433)
Stirling Long term Job Creation Scheme	10,001	(10,684)	(683)
Realising Actual Potential	9,378	(9,378)	-
Sow the Seeds FEL	1,490	(1,490)	-
	454,141	(434,016)	20,125
TOTAL FUNDS	<u>474,837</u>	<u>(448,494)</u>	<u>26,343</u>

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

10. ULTIMATE CONTROLLING PARTY

The charity is under the control of its Board of Trustees.

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,019	835
Investment income		
Deposit account interest	401	146
Charitable activities		
Grants	<u>226,823</u>	<u>245,613</u>
Total incoming resources	228,243	246,594
EXPENDITURE		
Charitable activities		
Wages	186,715	210,219
Rates and water	2,577	2,016
Insurance	1,572	1,785
Telephone	1,010	1,545
Postage and stationery	1,786	1,401
Sundries	1,629	1,279
Training, tutors and materials	2,240	3,737
Catering	446	793
Volunteer expenses	2,726	3,758
Subscriptions	940	566
Materials purchased	2,628	2,213
Gifts and samples	89	312
Plant and machinery	35	52
Fixtures and fittings	99	124
Computer equipment	<u>590</u>	<u>1,419</u>
	205,082	231,219
Support costs		
Management		
Travel and subsistence	2,330	2,033
Information technology		
Computer software	529	797
Governance costs		
Accountancy and legal fees	2,130	2,016
Legal fees	475	258
Bookkeeping and administration	<u>1,325</u>	<u>300</u>
	<u>3,930</u>	<u>2,574</u>
Total resources expended	<u>211,871</u>	<u>236,623</u>
Net income	<u><u>16,372</u></u>	<u><u>9,971</u></u>