

REGISTERED COMPANY NUMBER: 08803798 (England and Wales)
REGISTERED CHARITY NUMBER: 1156851

Report of the Trustees and
Unaudited Financial Statements for the Year Ended
31 December 2019
for
Herefordshire Vennture

Herefordshire Vennture

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for the Year Ended 31 December 2019

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Chair's Report
for the Year Ended 31 December 2019

Vennture has grown rapidly over the last 7 years largely through funding designated as restricted to the delivery of specific projects. This has limited our ability to build unrestricted reserves, which proved a challenge in 2019.

Our proven approach to impactful service delivery means that we continue to be approached to explore further expansion. Therefore, we see the trend of growth through restricted funding continuing and in the light of this the Trustees and leadership have developed a strategy to build the resilience of the organisation as a going concern as we continue to grow.

The strategy seeks to mitigate and spread the risk, which is common among many growing charities, through 10 strands:

1. Robust monthly cashflow forecasting, monitoring and management;
2. Insure funded charitable activities recover overheads fully and also make an appropriate additional management charge wherever funders allow;
3. Increase the giving base from local individuals;
4. Nurture donations from high net worth individuals;
5. Create local business sponsorships;
6. Secure relationships with Trusts willing to make regular grants to core costs;
7. Acquire assets that can generate income e.g. Accommodation;
8. Explore merging with local charities with strong balance sheets;
9. Develop social enterprise propositions to generate unrestricted income;
10. Sell our leadership time.

The early fruits of these plans are manifest in the 2019 accounts through our team's hard work. We are pleased to end 2019 with a much improved position: we have grown our unrestricted funds and enter 2020 with an improved position across all our restricted funds; we have diversified our income sources and we have reduced our Street Presence cost base and professional fees¹.

We continue to use every opportunity to demonstrate to public agencies the savings delivered to them by Vennture's relational approaches that focus on prevention. This year our Street Pastors prevented a stabbing - saving the NHS between £7,000 - £200,000. Over Christmas our daytime Ambassadors prevented the death of a rough sleeper - saving a £40,000 Serious Case Review. For each person our Link workers and volunteers help to help themselves public agencies save around £20,000. A goal for 2020 is to see mainstream funding supporting these initiatives.

We are delighted by the response from several local businesses, who value the difference we are making: some have given significant one-off donations and others have made us their 'chosen charity' supporting us in kind as well as financially. We continue to raise awareness of our work and have experimented with some small-scale fundraising. Ideally we would like to secure the resources to employ a fundraiser to grow this approach.

This has been achieved alongside delivering both on the street and in the home. Sadly, the momentum we established early in the year was sapped by three of our team suffering separate family tragedies in short succession. This meant pulling back from our work-based mentoring programme. In addition, delays in promised funding from The Community Safety Partnership stalled the expansion of our Street Presence programme in Leominster.

Regardless, we continued to attract national attention. Prior to Easter we hosted Robert Wright, a journalist from the Financial Times. His article featured in the paper's Easter Edition. In the Autumn, we demonstrated personally to the Archbishop of Canterbury what carefully recruited, well-trained and managed volunteers can achieve and the power of relational approaches to deliver lasting changes that often elude professionals.

This year we benefited from over 10,000 volunteer hours at the heart of our delivery. The City Mayor, High Sherriff and local business leaders have all been impressed, by the way our Street Pastors bring Practical Meaning to The Power of Jesus' Love in the most challenging street situations.

Our Link Workers and Family Pastors have patiently come alongside 72 families and 64 individuals. We have begun work with Close House, the Police and Local Children's Services on mentoring 15 children from crime. We are now working with St Paul's Hostel in Worcester to develop our approach to make Rough Sleeping and Sofa Surfing rare, brief, infrequent and non-reoccurring in Herefordshire.

Our faith inspires us to set ambitions beyond many people's imaginings. This will continue - though the Trustees recognise the need to grow the organisation's resilience - financially and practically. We hope in 2020 to secure external support and resources to allow us to do this.

Herefordshire Vennture

Chair's Report
for the Year Ended 31 December 2019

Our relational approach is modelled on Jesus' unconditional love. Jesus' core competence was loving the unloved and the unlovely. Many see Vennture as a vehicle for the church in Herefordshire to deliver 'social action'; this is only part of the picture. Vennture brings practical meaning to The Power of Jesus' Love - we come alongside people, travel with them and help them to a better place just as He did.

Time and time again we see how building relationships in this way works - often in some of the most challenging human circumstances. It works because it brings spiritual solutions to the deep-seated spiritual problems that are the root cause of all our modern-day troubles: we love people better; through faith we never give up and we endeavour to stick with people. Above all we pray - we trust Jesus to deal with the unsurmountable challenges that we deal with.

Sam Pratley - Chair of Trustees
16 March 2020

¹ Following advice from our previous auditors, as Trustees we have reduced our annual accounting costs - appointing local accountants to carry out an Independent Evaluation in line with Charity Commission Guidelines.

Easter 2019 Financial Times Article

How churches are filling the gap left by UK austerity cuts

There are few signs in the treatment room at the Lean-on-Me safe space, behind a shop front in the city centre of Hereford, to suggest the facility is anything other than part of the UK's state-provided National Health Service.

A treatment couch bears a disposable paper cover, ready for the next patient. A poster gives those assessing them a checklist to determine whether a graver medical issue might underlie the alcohol or drug intoxication that brings most people to the service.

But the Bible in the waiting area shows that Lean-on-Me is part of an increasingly important social movement across the country: the growing number of services being offered by faith-based – and particularly church – groups as austerity funding cuts erode the capacity of public-sector bodies. Vennture, a Hereford-based Christian charity, set up Lean-on-Me with qualified volunteers as an extension of its street pastors service, which helps people who have become distressed or injured on nights out or need help to get home safely.

The efforts of Vennture – which has its roots in the philanthropic work of John Venn, a 19th-century vicar in Hereford – are part of a mushrooming of social initiatives by churches, mosques, synagogues and other religious congregations in the wake of deep spending cuts to the services offered by local authorities, police forces and other public bodies.

The most obvious sign is the proliferation of food banks based in church halls. But faith groups have also been prominent in setting up winter shelters for the UK's growing numbers of homeless people. Street pastors are a feature of Friday and Saturday nights in many town and city centres.

Paul Bickley, a research fellow at Theos, a think-tank on religion, said growth in such provision was “quite substantial”, although there were few reliable statistics.

Chrissie Pepler, community link development officer for the Church of England's Diocese of Hereford, in the west of England, said: “As austerity has deepened and other things have disappeared, the churches have remained and have grown to fill some of that gap.”

Mosques are also present nationwide and heavily involved in community support. Between 2010, when austerity began, and 2020, local authorities will have lost almost 60 per cent of their central government funding between 2010 and 2020.

The philanthropic work has its roots in the efforts of John Venn, a 19th century vicar in Hereford. Rt Rev Richard Frith, the bishop of Hereford, said the trend marked a shift from the early 2000s when churches helped local councils to decide how to spend government grants. But “the principles remain the same – to best serve the community”, the bishop said.

As well as Lean-on-Me, street pastors and street ambassadors, which help shoppers in Hereford, Vennture runs two mentoring programmes for people grappling with social problems. The family pastors scheme supports 60 families facing potential unemployment, homelessness or having their children taken into care. Another scheme helps 100 individuals facing similar issues to rebuild their lives.

Some councils nevertheless remained concerned about entrusting delivery of some tasks to volunteers and about whether committed religious groups should be involved, Mr Bickley said.

“There's worry in some local authorities around, ‘If I say yes to this, am I saying yes to things I don't understand?’.”

Superintendent Susan Thomas: 'The street pastors play a significant role in our extended policing family' At the city's police station, Susan Thomas, superintendent at West Mercia Police, criticised some faith-based groups. She said provision of free food to marginalised people in Hereford helped addicts find extra money to spend on illegal drugs.

But she praised Vennture, saying their services reduce pressure on Hereford County hospital's overstretched accident and emergency department. They also reduced the number of drunks the police detained. Funding cuts have cut the police presence in central Hereford on a weekend evening to 10 or fewer officers, against 12 to 14 as recently as five years ago.

Robert Thomas: 'What we are here to do is to bring practical meaning to the power of Jesus' love'

"The street pastors play a significant role in our extended policing family," Supt Thomas said. Vennture said it dealt with more than 400 serious incidents a year.

Robert Thomas, its chief executive, acknowledged there were questions about how well a predominantly voluntary group could deliver support once provided by publicsector professionals. However, he said his organisation trained volunteers thoroughly and they had more time.

One volunteer at Lean-on-Me, Chloe Willimont, recounted spending two hours talking to a young woman who was severely distressed after a chance encounter with a man who had raped her.

"I don't think the NHS has the same kind of time," Ms Willimont said.

Mr Thomas acknowledged that some public bodies regarded the religious affiliation of the group, which draws board members from a number of churches in Hereford, as problematic.

"Periodically, we'll have someone come and say, 'If only you'd drop the Christian thing, you'd make it so much easier'," he said.

Supt Thomas said Vennture's religious affiliation was "not an issue at all".

The group, like other faith groups offering public services, has policies banning volunteers from proselytising to clients.

"What we are here to do is to bring practical meaning to the power of Jesus' love," Mr Thomas said.

Ms Willimont is an atheist but accepted that the zeal of religious organisations was often key to sustaining initiatives such as Lean-on-Me.

"I don't think any of this would be here without the church...having the time and money and volunteers."

Robert Wright
Social Policy Correspondent
Financial Times

Herefordshire Vennture

Report of the Trustees
for the Year Ended 31 December 2019

The trustees present their report with the financial statements of the charity for the financial year ended 31 December 2019. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011, the Companies Act 2006 and the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities'.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venns Legacy Centre
45 Venns Lane
Hereford
Herefordshire
HR1 1DT

Trustees

Lady J Lisvane	Director	
D Morris	Director	
M Newton	Director	- resigned 20.1.20
P J Nugent	Director	
S R Pratley	Director	
A Morgan	Director	- appointed 20.1.20

Key management personnel:

R Thomas	Chief Executive Officer	
H Thomas	Home Presence Lead	
E Rudge	Street Presence Lead	
H Worrall	BBO Lead	- resigned 19.4.19
J Over	Human Resources	

Independent examiner

Thorne Widgery Accountancy Ltd
Chartered Accountants
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Solicitors

Coulson Read Lewis
St Peter's Chambers
14a St Peter's Street
Hereford
HR1 2AE

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Structure, governance and management

The charity is registered under number 1156851, and is governed by its Articles of Association dated 5 December 2013 as amended 29 April 2014. The charity also has an Instrument of Government outlining areas of accountability and responsibility, which is reviewed annually.

Induction and training of new Trustees - The Trustees are committed to following best practice as defined by the Charity Commission.

Organisational Structure - The employed management team conduct day to day operations and provide progress reports to the meetings of Trustees. The Trustees receive and review reports and are responsible for agreeing and authorising all projects undertaken and staff appointments.

Risk management

The Trustees have established a risk policy and have considered the major risks to which the charity is exposed and have continued to review those risks.

The Trust seeks to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely. A primary financial risk arises in connection with employment law, and the charity will set aside reserves to cover its potential statutory liabilities as they arise.

OBJECTIVES AND ACTIVITIES

In accordance with the Christian principles set out in Vennture's statement of beliefs to serve the public benefit by:

- The prevention and/or relief of poverty by such means as determined by the Trustees from time to time, including (but not limited to) providing assistance to families suffering due to economic and social circumstances.
- The promotion of education by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local schools to improve educational outcomes.
- The relief of sickness and the preservation of health by such means as determined by the Trustees from time to time, including (but not limited to) working in partnership with local health authorities and other health providers to improve local health outcomes.
- The provision of, or assistance in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life by such means as determined by the Trustees from time to time; and
- To fulfil such other purposes which are exclusively charitable according to the law of England and Wales and are connected with the charitable work of the charity.

Our mission is to 'Love people better' and their vision is about 'People helping People':

- (1) We want to see families growing stronger, communities caring more, and Herefordshire a place where family and community continue to really mean something.
- (2) We want to give local families every opportunity to grow and stick together by having neighbourly help that is available instantly at time of need.
- (3) We want local people to take responsibility for local problems - people caring, people connecting and people helping one another.
- (4) We want our county to be recognised nationally as the best place to be a family - regardless of the shape or size of that family.

Our focus is on making an impact by:

- (1) Leading significant, substantive, sustainable initiatives and evidencing impact.
- (2) Exercising influence and promoting systems thinking to bring clarity, honesty and transparency to local social issues.
- (3) Innovating by listening to people at the heart of any problem and then growing leaders to take responsibility for it.
- (4) Redefining volunteering by careful Safer Recruitment and training rigorously high standards of Safe Working and Safe Guarding - equipping people appropriate to the task.

Our vision is to own new local models of welfare provision by training hundreds of ordinary people, working through social enterprise hubs rooted in our city and rural market towns. This will mean growing turnover and assets and developing nationally replicable franchise models for social impact.

Our core values are derived from the life and work of our founders - John and Emelia Venn. They govern how we do things

- (1) **Love**
 - We recognise family is an answer no matter how messy it gets.
 - We encourage individuals to be and act as servant leaders in their lives, family, work and community.
 - We never give up on people encouraging them to take the small steps that can lead to big changes.
 - We accept everyone as we find them and without condition; we encourage people to live a life rooted in love.
- (2) **Endeavour**
 - We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives.
 - We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness.
 - We encourage enterprise to create more to invest in helping individuals to take responsibility for their future.

OBJECTIVES AND ACTIVITIES

(3) Faith

- We live in the light of love and recognise that love can change everything: - loving God and loving others as we love ourselves.
- We value each individual as special; each has a unique mix of God-given gifts, talents and experiences.
- We work with, serve and relate to all people.

While we are rooted in Hereford's solid Christian heritage, Vennture is not and never will be a church. Vennture serves as a vehicle for churches and communities, who share its values, to serve others by bringing meaning to The Power of Jesus' Love through practical action.

FINANCIAL REVIEW

Income for the year amounted to £544,380 (2018: £398,402), an increase of 37% on the prior year. Expenditure on Charitable Activities was £442,390 (2018: £417,411) a rise of 6%. The balance of unrestricted funds carried forward is £29,954 (2018: £15,456) whilst the balance of restricted funds is £111,254 (2018: £23,762).

Reserves policy

The trustees continue to review and work toward a reserve policy, on a continuing basis, where uncommitted unrestricted funds are covering between a third and a half of committed operating costs in place. It is expected that this may take at least 5 years to achieve. For 2019 this would have required year end reserves between £139,137 and £208,706, however the current level of free reserves as at the end of the financial year are £15,934.

Going concern

Further to the challenges described within the Chairman's report, at the year end the charity had unrestricted funds of £29,954 which includes a free reserves surplus of £15,934. Although the results have improved this year it still proves to be a challenging funding environment.

Notwithstanding these factors, and following professional advice taken on the position and the issues contributing to it, the Trustees have concluded that it is appropriate to prepare these accounts on a going concern basis.

The Trustees are working hard to restore and grow unrestricted reserves after the year end. This work includes increasing the value of our contracts, making series of grant applications and courting further business sponsorship. This work is taking time to bear fruit, but the Trustees are confident that their efforts will safeguard the continued solvency of the charity and long-term sustainability. Meanwhile, they are continuing to closely monitor cash flow and the balance sheet position, keep a tight control on costs and carefully manage the delivery of their core service contracts.

Trustee Progress against 2019 Goals

Leadership and Governance

We have delivered tangible plans to grow unrestricted funds and a stronger balance sheet.

Through 2019 we have begun to recover our balance sheet following the challenges of 2018:

1. We broadened our donor base to increase our levels of unrestricted cash.
2. We secured our first business sponsors.
3. We secured new funding from national charitable trusts and other funders.
4. We continue to pursue funding to recruit a fundraiser.
5. We have identified opportunities to build our tangible assets.
6. Our plans to create a business plan for a profitable social enterprise had to be put on hold following the loss of the project lead due to family circumstances.

Progressing Vennture's core objectives

1. Leading significant, substantive, sustainable initiatives and evidencing impact
 - a) We have established a pilot with 15 young people to further develop our whole family relational approach - specifically to address the growing challenge of local children and young people being drawn into criminal and/or sexual exploitation.
 - b) We have grown our capability to engage with troubled young people and we are building a strong working relationship with Close House.
 - c) Our work with team Herefordshire and The Bishop's Leadership Forum has enabled us to share our learning with other rural and church communities.
2. Exercising influence and promoting systems thinking in local issues
 - a) We have championed the value of 'The Community Paradigm' and its potential to help, support and sustain local agencies. The newly elected Council's strategy reflects many parts of the paradigm.
 - b) We are slowly growing Team Hereford into Team Herefordshire.
 - c) Working with the Diocese, Business Improvement District, and local agencies we have set up groups within Team Hereford to explore innovate approaches to better support vulnerable people and create a network of diversionary activities for young people.
3. Innovating by listening and growing local leaders
 - a) We have captured individual anonymised stories of those we have helped, to change the commissioning narrative to value relational approach more.
 - b) We have modelled, mapped and visualised the journeys of people who we help to help themselves, so that their voices are heard, and they are better understood.
 - c) We recruited with succession planning in mind.
4. Redefining volunteering - equipping people appropriate to the task
 - a) We end the year with a growing Street Presence in Hereford and Leominster.
 - b) Our Home Presence team is now helping families across the County
 - c) We have put more structure into our volunteering strategy
 - d) We are committed to recruiting a Trustee from our volunteers to ensure the voice of our volunteers is represented on our Trustees.

2019 IMPACT SUMMARY

INITIATIVE	VOLUNTEERS			BENEFICIARIES		MONETISED value of social impact
	Number	Hours	Value	DIRECT Beneficiaries helped with specific support	INDIRECT Others who benefit	Calculated savings from research evidence
Home Presence Families & Individuals	40	3,048	£78,688	72 Families 64 Individuals 8 Young people	170 children	£144,000 plus savings to local agencies ¹
Street Pastors	33	2,209	£47,890	2,260 Low level help 370 Intense help	475 Family or friends Ambulance Crews Door staff	NHS £155,900 & savings in Police call outs
Lean on Me	56	2,840	£46,710	105 Individuals	150 Family or friends Ambulance Crews Door staff	NHS £13,694 POLICE savings in Police call outs
Ambassadors	18	596	£16,360	17 individuals	435 General public, ambulance crew, shop workers	Savings in Police & Ambulance call outs
Vennture	15	1,419	£47,290			
TOTALS	162	10,112	£236,938	636 Intense help plus 2,260 low level help	1,230	

¹ Based on DCLG figure of average additional costs of a Troubled Family being £20,000 and assuming we are making savings at those levels for the families achieving the payment by results criteria.

2019 Home presence initiatives

Volunteer mentors

Active at the end of 2018	Moved on in year to other things	Applications received in 2019	Completed training	On hold	Active at the end of 2019
37	9	12	11	6	33

Volunteer Activity	Value per hour	Total Hours	Total Value
Invested in training	£10.00	688	£6,880
Professional Management time contributed	£50.00	1,040	£52,000
Skilled Delivery & promotion	£15.00	1,320	£19,800
TOTAL		3,048	£78,680

Family mentoring

Family needs and issue	Percentage of families helped with this need
Parenting	87%
Difficulties with their children's health	60%
Worklessness or financial difficulties	60%
Difficulties with the parent's health	52%
Children not attending school or at risk of exclusions	37%
Domestic abuse	32%
Alcohol or substance abuse	10%
Involved in crime or anti-social behaviour or involved in crime	10%

Outcomes

Of the 44 families exited in 2019

- 92% of children and 79% of adults have engaged with health professionals
- 80% of financial or housing situations have improved
- 80% of parenting has improved to the extent that the situation/challenging child is no longer a concern²
- 67% of attendance has reached above 90%
- 50% have not re-offended
- 70% who have experienced DV have engaged with a professional programme

Family Feedback

- 100% the Link Workers and volunteers were approachable
- 96% understood the challenges that the family were facing
- 93% said Vennture have meet their needs effectively
- 92% feel they are better able to cope after the support

The families who did not feel that they were better able to cope after the support tended to be families who had a child with a disability who needed much longer-term support.

² More families have shown improvement - this is the number evidenced to the standard required by the Troubled Families programme

What families say

Our goal is to help families help themselves. Typical feedback is summed up in these quotes:

'You have been absolutely amazing. The emotional support has been fab. You have bought me out of some dark times.'

'Thursday was the day that I knew I would have support. I always had that day to look forward to.'

'You both (Link Worker and volunteer) have been very helpful on how to control my children. You are both good at giving guidance and go out of your way to help people.'

'I now have stability, organisation, routine and have been linked to where I can get extra support from other organisations. I feel that all my needs have been met and the support I have had has seen me through.'

What children say

'Dad has changed a lot. We talk about things now.'

Youth Mentoring

Case study 1

One young man was referred to the mentoring programme by his probation officer. He hadn't been to college for a year and was associating with the wrong people. He was smoking cannabis and causing problems at home including with his younger sibling. After working with a youth mentor for over 6 months he has started to turn his life around. He is now undertaking an apprenticeship, stopped taking drugs, keeping fit and holding down a part time job. He said:

'All other support workers have never really achieved anything. With help from my Link worker I'm now attending college and looking forward to my future. Before working with Vennture I didn't have a clue what I was going to do with my life.'

Case study 2

When I first met Jo they were destined to court because of some pretty hair-raising stuff they had been dragged into. Everything was falling apart - relationships at home, college and with everyone in authority. Jo had no appreciation of themselves or how they came across. As one by one they alienated everyone who tried to care for them, they were alone and on a dark path.

Gaining Jo's trust must be one of the toughest challenges I have faced - including 5 years in the Marines. They just did not want to know. I am not sure how the breakthrough came but I'm just glad I did not give up. We started doing a few small things together - mainly outdoor stuff. It was clear Jo had just no purpose - sad for a 17-year-old.

We got talking about my life in the military and something sparked. A latent ambition to be someone. It just grew from there. It wasn't easy but now Jo is a signed-up soldier and enjoying every minute of it. Jo is a different person - unrecognisable. Who would have thought insisting on that hour every week could make such a difference?

Individual mentoring - Building Better Opportunities

The Participants

10 participants continued to work with us from the 2018 cohort and they were joined by an additional 54 individuals signed up in 2019 and 87% engaged with intensive support and were given an average of 7 months' support with weekly visits or support with appointments.

- All are long term unemployed or socially inactive (on average 4.7 years vs BBO average of 2)
- 64% have mental or physical health problems to overcome
- 29% are past offenders
- 18% have addiction problems

Age of participants

19-29	30s	40s	50s	60s
16	13	23	9	3
25%	20%	36%	14%	5%

Out of work

Under a year	1-2 years	2-3years	4-5Years	5-9 years	10+ years
15	15	2	4	7	11
28%	28%	4%	7%	13%	20%

Social impact

- So far 9 individuals have got back into work, or are attending training or volunteering to develop their confidence or skills to get back into the work place
- 32 are continuing with support

What individuals say

'My life, I was just existing. What's the point? - I asked myself over and over again. Until I met and was given help, support and guidance from my Link Worker. She changed my life, gave me back my heart and soul. Many reasons to live to the full. I will never forget the amazing person that changed my life. Thank-you.'

'Life is worth living thanks to you.'

Case Study

Dom - not real name, had returned to the UK after a period abroad. His circumstances within a few weeks changed significantly for the worse.

He faced being a single dad, being unemployed and living in unsuitable temporary and depressing accommodation. He was alone and distraught. He didn't know what he could do to change his life back around - this affected his health and his relationship with his children.

The BBO Link Worker met with Dom giving him someone who he could offload to. He arranged for a Vennture Family Link Worker to work alongside the children so they had support with the changes they were experiencing. The two Link Workers were able to work together to restore the relationships, facilitating honest family conversations, and helping gain confidence in his parenting.

After four months of support Dom felt things had settled enough for him so he could start thinking about work. He attended a chainsaw course which gave him a sense of purpose and progression in his circumstances. Each week the Link Worker would support Dom look for jobs he could apply for.

Now, after one difficult year Dom is happily in work, able to provide for his children both financially and emotionally and has moved to a new flat.

Street Presence Initiatives - Night time

Our Street Pastors are a well-recognised presence for good in the night time economy. While their public persona is deliberately framed in handing out flip flops and bottled water, however, working closely with CCTV and door staff they are the first line of defence, often preventing harm as well as keeping people safe.

Through the year, they have prevented a significant number of domestic incidents escalating to violence, deterred a small but significant number of sexual predators, as well as being first on scene at assaults and incidents involving vulnerable young people. On one occasion this year, without putting themselves in danger, they were able to direct the police to an individual intent on using an 8" blade that was taken from him when detained.

Our *Lean on Me* 6th form student volunteers run our Safe Space that receives people who need somewhere to recover from their night out. The students accurately assess each individual then supervise their recovery and insure they are safely reconnected with friends and family. Lean on Me experience helps the students access their first choice of medical school.

This year we relocated our Safe Place to the Baptist Church. This new location is much larger and safer for both volunteers and clients. In 2019, we continued to provide training for Door Staff in terms of first aid, the Lean on Me pathway, and their role in preventing vulnerability.

Street Pastor volunteers

Active at the end of 2018	Moved on in year to other things	Applications received in 2019	Accepted into training	Completed training	Active at the end of 2019
27	3	9	9	9	33

Street Pastor Volunteer Activity	Value per hour	Total Hours	Total Value
Invested in training	£10.00	124	£1,240
Professional Management time contributed	£50.00	168	£8,400
Higher skill volunteers delivering training	£20.00	16	£320
Higher skill volunteers working in delivery	£20.00	1,883	£37,660
Skilled Delivery & promotion	£15.00	18	£270
TOTAL		2,209	£47,890

Street Pastor Impact

Serious Incidents	<i>370 of which 105 were taken to Lean on Me</i>
Hours of interaction in incidents	120 hours
Average time/incident	19 minutes
Teams out	91 teams over 57 nights - Saturdays and Bank Holiday Sundays
Volunteer delivery hours	1,883 hours - <i>excludes training & promotion</i>
Bottles collected	730
Bottles of water handed out	392
Pairs of flip flops handed out	276
Conversations with agencies	740
Conversations with public	594

Analysis of Serious Incidents	Q1	Q2	Q3	Q4	Total
Supporting the vulnerable	29	49	75	30	183
Helping the injured & impaired	65	104	102	103	374
Changing behaviour	4	9	18	4	35
Keeping people safe	6	6	18	6	36
Total Serious Incidents	104	168	213	143	628

We estimate that the 370 preventative interventions supporting the vulnerable and impaired saved the NHS £155,900 as below.

Street Triage and Emelia's preventative savings										
									People Helped:	370
Cost Savings Matirx - 12 Month Prediction										
Secondary injuries prevented per year	Service Cost	0.5%	1%	5%	10%	20%	50%	75%	Predicted Saving	
P1	MAJOR	£2,000	2	4	19	37	74	185	278	£37,000
	19 people		£3,700	£7,400	£37,000	£74,000	£148,000	£370,000	£555,000	
P2	INTERMEDIATE	£433	2	4	19	37	74	185	278	£32,042
	74 people		£801	£1,602	£8,011	£16,021	£32,042	£80,105	£120,158	
P3	MINOR	£313	2	4	19	37	74	185	278	£86,858
	278 people		£579	£1,158	£5,791	£11,581	£23,162	£57,905	£86,858	
									TOTAL	£155,900

If any of the 370 interventions included prevention of a crime then the figure would increase.

Crime	Cost (based on Home Office figures)
Sexual assault	£36,952
Physical assault	£1,750
Criminal damage	£1,053
Commercial Damage	£1,838
Serious wounding	£25,700
Worst case scenario	£1,774,681

Lean-on-Me volunteers

Numbers of volunteers supporting the initiative

Active at the end of 2018	Moved on in year to other things	Applications received in 2019	Accepted into training	Completed training	Active at the end of 2019
44	9	26	21	21	56

Volunteer Activity	Value per hour	Total Hours	Total Value
Invested in training	£10.00	476	£4,760
Professional Management time contributed	£25.00	724	£18,100
Higher skill volunteers delivering training	£20.00	18	£360
Basic skill volunteers working in delivery	£15.00	2,182	£32,730
Skilled Delivery & promotion	£15.00	24	£360
TOTAL		3,424	£56,310

Lean on Me Impact

In 2019, 105 people were helped in Emelia’s Place of which 46% were male and 54% were female.

Support provided		
Supervised recovery	68	64.8%
Safe place	38	36.2%
Emotional support	11	10.4%
First Aid	9	8.5%

Lean on Me prevented 38 ambulance call outs and 15 admissions to A&E, directly saving the NHS £13,694 alongside freeing up emergency services to respond faster to more appropriate calls. When assessed, 44.8% had an underlying medical condition such as mental health, head injury, epilepsy, or diabetes.

In addition, 4 police custody incidents were prevented, saving the police £672.

Street Presence Initiatives - Daytime

Our uniformed daytime Ambassadors provide a calm reassuring presence in the daytime economy. They give CCTV a capability to respond to incidents. They support local businesses providing friendly support to shop keepers. Some specialists in the team also come alongside the homeless and street beggars - they have had significant success in helping many off the streets and out of destructive lifestyles.

The Ambassadors play a key role in the day to day running of Team Hereford and Team Leominster. These are the frontline elements of a growing cross-sector approach to Integrated Community Management. In 2019 Team Hereford has focused tactical initiatives in Hereford on reducing City Centre Anti-Social Behaviour and Begging. This latter initiative has led to a systemic review to make Sofa Surfing and Rough Sleeping rare, brief, infrequent and non-reoccurring.

Momentum was lost in developing the initiative in Leominster due to the delays in agreed funding from Community Safety Partnership. This led to us losing our paid coordinator and having to restart the initiative.

Ambassador volunteers

Active at the end of 2018	Moved on in year to other things	Applications received in 2018	Accepted into training	Completed training	Active at the end of 2019
10	1	11	9	9	18

Volunteer Activity	Value per hour	Total Hours	Total Value
Invested in training	£10.00	116	£1,160
Professional Management time contributed	£50.00	226	£11,300
Higher skill volunteers working in delivery	£20.00	18	£360
Basic skill volunteers working in delivery	£15.00	196	£2,940
Presentation and promotion	£15.00	40	£600
TOTAL		596	£16,360

General Vennture Support & Developments

Numbers of volunteers supporting general activities

Active at the end of 2018	Moved on in year to other things	Applications received in 2019	Taken into employment	Taking volunteering roles	Active at the end of 2019
12	2	6	1	5	15

Volunteer Activity	Value per hour	Total Hours	Total Value
TRUSTEES			
Professional Management time contributed	£50.00	440	£22,000
Supporting & developing initiatives			
Professional Management time contributed	£50.00	303	£15,150
Higher skill volunteers working in office	£20.00	552	£11,040
Hours in presentation and promotion	£15.00	124	£1,860
TOTAL		1,419	£50,050

2020 Vennture’s core objectives

- 1. Lead significant, substantive, sustainable initiatives and evidencing impact**
 - a) Double the size of our mentoring programme with struggling families through funding that allows to harvest the full value of the approach
 - b) Further grow our links with Close House to strengthen the mentoring support we can provide to young people
 - c) Deliver system change to end rough sleeping and sofa surfing locally
 - d) Acquire and repurpose the night shelter so that no one spends a second night out
 - e) Develop a user-friendly hub to make it quick and easy for vulnerable people to access the professional help they may need

- 2. Exercise influence and promoting systems thinking in local issues**
 - a) Work with schools to prove Vennture’s relational early prevention approach to keep children engaged in mainstream education
 - b) In partnership with Empowering Communities, work with Team Herefordshire to build a cross-sector web of care
 - c) Influence the redevelopment of local Mental Health Services to embrace and invest in Vennture’s community-based Link Worker

- 3. Innovate by listening and growing local leaders**
 - a) Recruit with succession planning in mind
 - b) Reduce the average age of our volunteer base and target potential leaders in their 20’s and 30’s
 - c) Develop a plan to lead on mentoring individuals

- 4. Redefining volunteering - equipping people appropriate to the task**
 - a) Grow volunteering in our core programmes:
 - i. Grow our Street Presence in Hereford and Leominster to its full capacity
 - ii. Grow further our Home Presence team
 - b) Resurrect our work based mentoring programme as part of our work to help sofa surfers and rough sleepers regain their identity and sense of purpose
 - c) Recruit a volunteer manager to increase the number of our volunteers and enhance their experience
 - d) Recruit a Trustee from our volunteers to ensure the voice of our volunteers is represented on our Trustees

Herefordshire Vennture

Report of the Trustees
for the Year Ended 31 December 2019

Approved by order of the board of trustees on 16 March 2020 and signed on its behalf by:

S R Pratley - Trustee

Independent Examiner's Report to the Trustees of
Herefordshire Vennture

I report on the accounts of the company for the year ended 31 December 2019, which are set out on pages 20 to 31.

Responsibilities and basis of report

As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, I have examined your charity's accounts as required under section 145 of the Charities Act 2011 ('the Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 386 of the Companies Act 2006; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the 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; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ACCA which is one of the listed bodies.

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the Directions of the Charity Commission I have found no matters that require drawing to your attention.

Lisa Weaver FCCA
Thorne Widgery Accountancy Ltd
Chartered Accountants
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date: 26 March 2020

Herefordshire Vennture

Statement of Financial Activities
for the Year Ended 31 December 2019

	Notes	Unrestricted fund £	Restricted funds £	31.12.19 Total funds £	31.12.18 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	34,937	27,813	62,750	88,770
Incoming resources from charitable activities					
Charitable activity	3	35,120	411,708	446,828	308,497
Other incoming resources		<u>27,456</u>	<u>7,346</u>	<u>34,802</u>	<u>1,135</u>
Total incoming resources		97,513	446,867	544,380	398,402
RESOURCES EXPENDED					
Charitable activities					
Charitable activity	5	<u>130,995</u>	<u>311,395</u>	<u>442,390</u>	<u>417,411</u>
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS					
		(33,482)	135,472	101,990	(19,009)
Gross transfers between funds	13	<u>47,980</u>	<u>(47,980)</u>	-	-
Net incoming/(outgoing) resources		14,498	87,492	101,990	(19,009)
RECONCILIATION OF FUNDS					
Total funds brought forward		15,456	23,762	39,218	58,227
TOTAL FUNDS CARRIED FORWARD		<u>29,954</u>	<u>111,254</u>	<u>141,208</u>	<u>39,218</u>

The notes form part of these financial statements

Herefordshire Vennture

Balance Sheet
At 31 December 2019

	Not es	31.12.19 £	31.12.18 £
FIXED ASSETS			
Tangible assets	7	14,626	26,182
CURRENT ASSETS			
Debtors	8	30,343	37,167
Cash at bank and in hand		<u>146,671</u>	<u>39,960</u>
		177,014	77,127
CREDITORS			
Amounts falling due within one year	9	(24,791)	(28,450)
NET CURRENT ASSETS		<u>152,223</u>	<u>48,677</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		166,849	74,859
CREDITORS			
Amounts falling due after more than one year	10	(25,641)	(35,641)
NET ASSETS		<u>141,208</u>	<u>39,218</u>
FUNDS	13		
Unrestricted funds		29,954	15,456
Restricted funds		<u>111,254</u>	<u>23,762</u>
TOTAL FUNDS		<u>141,208</u>	<u>39,218</u>

The notes form part of these financial statements

Herefordshire Vennture

Balance Sheet - continued

At 31 December 2019

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 26 March 2020 and were signed on its behalf by:

S R Pratley -Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, the Financial Reporting Standard 102 and the Statement of recommended Practice, Accounting and Reporting by Charities (FRS102).

The charity is a public benefit entity as defined under FRS102.

The Trustees' report contains further information about uncertainties relating to going concern and specifically refer to the strategy which seeks to mitigate and spread the risks common among growing charities. Nonetheless, these accounts have been prepared on a going concern basis.

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations is included as income when these are receivable, except as follows:

- i) When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- ii) When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Resources expended

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.

Expenditure is recognised in the period in which they were incurred and includes attributable VAT which cannot be recovered.

Charitable activities

Charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

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

Tangible fixed assets

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

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Furniture & Equipment	10% per annum straight line
Computers	33% per annum straight line

Tangible fixed assets costing more than £2,000 are capitalised and included at cost including any incidental expenses of acquisition.

1. ACCOUNTING POLICIES - continued

Taxation

The charity is exempt from corporation 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.

Pension costs and other post-retirement benefits

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

2. VOLUNTARY INCOME

	31.12.19	31.12.18
	£	£
Donations	55,291	81,832
Gift aid	<u>7,459</u>	<u>6,938</u>
	<u>62,750</u>	<u>88,770</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	31.12.19	31.12.18
	Charitable activity	Total activities
	£	£
Grants	443,041	304,981
Training services provided	<u>3,787</u>	<u>3,516</u>
	<u>446,828</u>	<u>308,497</u>

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

	31.12.19	31.12.18
	£	£
Garfield Weston Foundation	30,000	-
E F Bulmer Benevolent Fund	20,000	20,000
The Eveson Charitable Trust	20,000	-
West Mercia Police & Crime Commissioner	72,950	42,520
Building Better Opportunities	159,687	94,441
Herefordshire Council	100,000	100,000
Hereford Diocese - Social Action Fund	12,000	10,500
Hereford City Council	-	3,000
The Herefordshire Community Foundation - Joanie's Fund	-	5,000
Leominster Town Council	-	5,850
Hereford Cathedral	<u>28,404</u>	<u>23,670</u>
	<u>443,041</u>	<u>304,981</u>

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.12.19	31.12.18
	£	£
Depreciation - owned assets	11,868	11,868
Other pension costs	4,722	2,618
Auditors remuneration	2,244	4,400
Auditors remuneration - other services	3,089	1,414
Operating lease payments	<u>1,085</u>	<u>1,253</u>

5. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
	£	£	£	£
Direct costs (including personnel costs)	76,492	282,031	358,523	334,676
Support Costs:				
Office costs	25,631	8,909	34,540	35,672
Property costs	14,160	6,297	20,457	19,204
Insurance	3,999	6,865	10,864	9,376
Motor expenses	3,779	5,066	8,845	6,831
Repairs and renewals	286	769	1,055	2,321
Professional fees	6,648	1,458	8,106	9,333
	<u>130,995</u>	<u>311,395</u>	<u>442,390</u>	<u>417,411</u>

6. STAFF COSTS, TRUSTEES' REMUNERATION AND BENEFITS

The aggregate payroll costs were:

	2019	2018
	£	£
Wages and salaries	293,696	275,415
Social security costs	16,856	16,563
Pension contributions	<u>4,722</u>	<u>2,620</u>
	<u>315,274</u>	<u>294,600</u>

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

The average weekly number of employees during the year was 18 (2018: 18).

The full time equivalent number of staff was 12.65 (2018: 11.5).

Total key management personnel benefits amounted to £107,918 (2018: £111,236).

There were no trustees' remuneration or other benefits for the year ended 31 December 2019 nor for the year ended 31 December 2018.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2019 nor for the year ended 31 December 2018.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2019

7. TANGIBLE FIXED ASSETS

Plant and
machinery etc
£

COST

At 1 January 2019

41,017

Additions

312

At 31 December 2019

41,329

DEPRECIATION

At 1 January 2019

14,835

Charge for year

11,868

At 31 December 2019

26,703

NET BOOK VALUE

At 31 December 2019

14,626

At 31 December 2018

26,182

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.19	31.12.18
	£	£
Trade debtors	14,615	21,697
Other debtors	<u>15,728</u>	<u>15,470</u>
	<u>30,343</u>	<u>37,167</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.19	31.12.18
	£	£
Bank loans and overdrafts	10,360	10,326
Trade creditors	4,396	5,632
Taxation and social security	5,330	7,242
Other creditors	<u>4,705</u>	<u>5,250</u>
	<u>24,791</u>	<u>28,450</u>

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

	31.12.19	31.12.18
	£	£
Bank loans	641	10,641
Other creditors	<u>25,000</u>	<u>25,000</u>
	<u>25,641</u>	<u>35,641</u>

The bank loan is repayable over 3 years and carries an interest rate of 6.5%.

The zero interest loan of £25,000 is repayable in full on 31st July 2022.

11. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

	31.12.19 £	31.12.18 £
Expiring:		
Within one year	917	1,085
Between one and five years	<u>-</u>	<u>917</u>
	<u>917</u>	<u>2,002</u>

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	31.12.19 Total funds £	31.12.18 Total funds £
Fixed assets	14,020	606	14,626	26,182
Current assets	31,455	145,559	177,014	77,127
Current liabilities	(14,880)	(9,911)	(24,791)	(28,450)
Long term liabilities	<u>(641)</u>	<u>(25,000)</u>	<u>(25,641)</u>	<u>(35,641)</u>
	<u>29,954</u>	<u>111,254</u>	<u>141,208</u>	<u>39,218</u>

13. MOVEMENT IN FUNDS

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.19 £
Unrestricted funds				
General fund	15,456	(33,482)	47,980	29,954
Restricted funds				
Street Pastors	-	(3,816)	3,816	-
Lean on Me	-	23,391	(9,395)	13,996
Family Pastors	17,365	37,116	(14,554)	39,927
Hereford Ambassadors	-	7,260	(7,208)	52
Leominster Ambassadors	6,154	4,848	(3,024)	7,978
Building Better Opportunities	243	43,227	(17,615)	25,855
Youth	<u>-</u>	<u>23,446</u>	<u>-</u>	<u>23,446</u>
	<u>23,762</u>	<u>135,472</u>	<u>(47,980)</u>	<u>111,254</u>
TOTAL FUNDS	<u>39,218</u>	<u>101,990</u>	<u>-</u>	<u>141,208</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2019

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	97,513	(130,995)	(33,482)
Restricted funds			
Street Pastors	8,725	(12,541)	(3,816)
Lean on Me	61,504	(38,113)	23,391
Family Pastors	147,183	(110,067)	37,116
Hereford Ambassadors	28,154	(20,894)	7,260
Leominster Ambassadors	14,500	(9,652)	4,848
Building Better Opportunities	161,012	(117,785)	43,227
Youth	<u>25,789</u>	<u>(2,343)</u>	<u>23,446</u>
	446,867	(311,395)	135,472
	-----	-----	-----
TOTAL FUNDS	<u>544,380</u>	<u>(442,390)</u>	<u>101,990</u>

Comparatives for movement in funds

	At 1.1.18 £	Net movement in funds £	Transfers between funds £	At 31.12.18 £
Unrestricted Funds				
General fund	35,496	(21,382)	1,342	15,456
Restricted Funds				
Street Pastors	-	(15,043)	15,043	-
Lean on Me	16,281	(6,706)	(9,575)	-
Family Pastors	-	26,325	(8,960)	17,365
People First	3,952	(9,910)	5,958	-
Safety Here in Bromyard	2,500	-	(2,500)	-
Hereford Ambassadors	-	(12,515)	12,515	-
Leominster Ambassadors	-	19,977	(13,823)	6,154
Building Better Opportunities	<u>(2)</u>	<u>245</u>	<u>-</u>	<u>243</u>
	22,731	2,373	(1,342)	23,762
	-----	-----	-----	-----
TOTAL FUNDS	<u>58,227</u>	<u>(19,009)</u>	<u>-</u>	<u>39,218</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2019

13. 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	49,936	(71,318)	(21,382)
Restricted funds			
Street Pastors	5,087	(20,130)	(15,043)
Lean on Me	38,522	(45,228)	(6,706)
Family Pastors	133,847	(107,522)	26,325
People First	32,188	(42,098)	(9,910)
Hereford Ambassadors	23,164	(35,679)	(12,515)
Leominster Ambassadors	21,217	(1,240)	19,977
Building Better Opportunities	<u>94,441</u>	<u>(94,196)</u>	<u>245</u>
	348,466	(346,093)	2,373
TOTAL FUNDS	<u>398,402</u>	<u>(417,411)</u>	<u>(19,009)</u>

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

	At 1.1.18 £	Net movement in funds £	Transfers between funds £	At 31.12.19 £
Unrestricted funds				
General fund	35,496	(54,864)	49,322	29,954
Restricted funds				
Street Pastors	-	(18,859)	18,859	-
Lean on Me	16,281	16,685	(18,970)	13,996
Family Pastors	-	63,441	(23,514)	39,927
People First	3,952	(9,910)	5,958	-
Safety Here in Bromyard	2,500	-	(2,500)	-
Hereford Ambassadors	-	(5,255)	5,307	52
Leominster Ambassadors	-	24,825	(16,847)	7,978
Building Better Opportunities	(2)	43,472	(17,615)	25,855
Youth	-	<u>23,446</u>	-	<u>23,446</u>
	<u>22,731</u>	<u>137,845</u>	<u>(49,322)</u>	<u>111,254</u>
TOTAL FUNDS	<u>58,227</u>	<u>82,981</u>	<u>-</u>	<u>141,208</u>

13. 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	147,449	(202,313)	(54,864)
Restricted funds			
Street Pastors	13,812	(32,671)	(18,859)
Lean on Me	100,026	(83,341)	16,685
Family Pastors	281,030	(217,589)	63,441
People First	32,188	(42,098)	(9,910)
Hereford Ambassadors	51,318	(56,573)	(5,255)
Leominster Ambassadors	35,717	(10,892)	24,825
Building Better Opportunities	255,453	(211,981)	43,472
Youth	<u>25,789</u>	<u>(2,343)</u>	<u>23,446</u>
	<u>795,333</u>	<u>(657,488)</u>	<u>137,845</u>
TOTAL FUNDS	<u>942,782</u>	<u>(859,801)</u>	<u>82,981</u>

Transfers between funds in the year represent the following;

- Overlaps of staffing, training and volunteering costs between Lean on Me and Street Pastors of £4,878.
- Also included are management recharges between unrestricted and restricted funds.

Street Pastors

Street Pastors is an initiative providing trained volunteers from local churches to listen to and help people who are out on the streets on Friday and Saturday nights. Donations and grants were received in the year specifically for this activity.

Family Pastors

Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson and E F Bulmer Benevolent Fund both of which made grants towards this project.

People First

People First is an extension of the family mentoring support to troubled individuals and is supported by DHCLG Community Fund grant funding.

Youth

This programme includes a joint initiative/pilot (6 months) funded and supported by the Crime Commissioner and supported by Herefordshire Council and West Mercia Police. It's aim is to 'divert' 10-15 teenagers who are at risk of becoming involved in criminal exploitation.

13. MOVEMENT IN FUNDS - continued

Lean on Me

Lean on Me is an initiative that has developed specialist training for volunteers to assess the inebriated and supervise their safe recovery. Alongside this, a specialist assessment area, Emelia's Place, has been set up. Grants were received in the year specifically to develop this activity.

Safe Here in Bromyard

These are other small restricted funds given for particular purposes within the purposes of the charity.

Vennture Ambassadors (Hereford and Leominster)

This project, sponsored by PCC, Hereford Cathedral and Leominster Town Council, is to improve Hereford City Centre and Leominster Town Centre environment in the Day time economy.

Building Better Opportunities

This programme is jointly funded by the European Social Fund and the Community Fund to tackle the root causes of poverty, promote social inclusion, and drive local jobs and growth. The project helps those furthest away from employment gain the skills and experience they need to get into work. BBO Herefordshire will work with people 19+ years across the county who are experiencing multiple barriers, resulting in social exclusion. The project will help participants gain skills and develop confidence through intensive personalised support to equip them with the abilities needed to move towards and into employment.

14. RELATED PARTY DISCLOSURES

Owing to the nature of the charity and the composition of the board of trustees being drawn from local organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Charities Act 2011, and with the charity's financial policies. The following related party transactions took place in the financial period.

During the year donations from Trustees, employees and other related parties amounted to £7,680 (2018: £16,825). There are no outstanding amounts at the year end (2018: Nil).

Mrs M Morris, wife of D Morris (a trustee of Herefordshire Vennture) works for the organisation and costs amounting to £12,190 (2018: £12,237) are included in the year. There are no outstanding amounts at the year end (2018: Nil).

St Barnabas is owned and ran by Hereford Diocese, of which trustees S Pratley and D Morris are employed by Hereford Diocesan Board of Finance. Also for which Lady J Lisvane is Chair of the Trustees. During the year lease payments were made to St. Barnabas amounting to £7,200 (2018: £6,700). There are no outstanding amounts at the year end (2018: Nil).

P Nugent (a trustee of Herefordshire Vennture) became Executive Officer at E F Bulmer Benevolent Fund during the year. During the year Vennture received £20,000 (2018: £20,000) from this organisation. No amounts were outstanding at the year end (2018: Nil).

Family relationship exist between the employees who work for the organisation, segregation of duties are withheld as much as possible in regards to organisational procedures and processes.