

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 2020
for
Herefordshire Vennture

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

Herefordshire Vennture

Contents of the Financial Statements
for the Year Ended 31 December 2020

	Page
Chair's Report	1 to 2
Report of the Trustees	3 to 21
Independent Examiner's Report	22
Statement of Financial Activities	23
Balance Sheet	24 to 25
Notes to the Financial Statements	26 to 35
Detailed Statement of Financial Activities	36 to 37

Chair's Report
for the Year Ended 31 December 2020

2020 proved the relevance of our relational approach to a crisis. It tested and proved our individual, team and organisational resilience.

The first lockdown devastated Herefordshire's community and voluntary sector. More than 80% of organisations in the sector closed their doors and two thirds of those employed in the sector were furloughed¹ many struggled to reopen post lockdown. Vennture's response was different. Our team persevered - determined to stay available to the vulnerable people, who Vennture support.

Our leadership team learned quickly how to manage Covid-19 risks; the local public health team gave us valuable support. The team devised dynamic risk assessments of people and places to navigate ever-changing Government guidelines. Disciplined drills underpinned our Vennture team's Covid-19 'Be Safe and Feel Safe' plan. Our approach to Covid-19 was shared through Talk Communities to help other local charities. The Covid-19 journey was not easy - yet our team responded well to the crisis and led with great agility.

Sadly, Covid-19 cut our volunteer hours by a third over the year and this reshaped our relational approach:

- Lockdown and Covid-19 restrictions reduced our Street Pastor night-time activity, while day-time Ambassadors grew, supporting the Police on the street 7 days a week as a calm reassuring presence through lockdown. Ambassadors were a valuable (at times literally lifesaving) 'crisis touchpoint'. We created 'Vennture Lifeline Triage' to connect those found in crisis on the street with ongoing support.
- Our link workers patiently came alongside 105 families and 63 individuals. We continued work with Close House, the Police and local Children's Services on mentoring 15 children from crime. We launched our Lottery funded 'Family Prevent' mentoring programme to work with schools to support families and prevent their troubles escalating to needing professional help.
- Our Lottery funded development collaboration with St Paul's Hostel in Worcester on rough sleeping and sofa-surfing was accelerated through lockdown. We led on support for 85 of the 140 people brought in under the Government's 'Everyone in' policy. We now have a commissioned team of Street link workers, a secure data capture system and shared delivery plan with the Council.

Our Covid-19 efforts won Vennture further national recognition. We submitted evidence to the House of Lords' Inquiry into the impact of Covid-19 and our CEO, Robert Thomas, was awarded an MBE for his services to the voluntary sector in The Queen's Birthday Honours. He is clear this was recognition for the extraordinary exploits of the whole Vennture team. Our team's courageous perseverance also impacted Vennture's financial performance - attracting Covid-19 funding and additional local support.

The numbers speak volumes - especially as we recall they have been delivered in the Covid-19 crisis:

- 1 **Reserves:** We end the year with unrestricted reserves of £121,211 and a further £290,426 of restricted funds. This meets our stated reserves policy for the first time in our 8-year rapid growth.
- 2 **Cashflow:** Our January 2021 budget is based on carried forward restricted reserves, confirmed contracts and a conservative estimate of £70,000 other income from our £612,000 income pipeline; £162,000 of other income was secured by the end of January.
- 3 **Clarity:** Trustees have identified strategic issues that need addressing in the next 12 months. Other initiatives to further grow Vennture beyond the budget will be based on separate business plans and take into account the need to increase our leadership capacity beyond the 3 additional experienced managers we recruited in 2020.

Going forward, our 10 financial priorities remain unchanged:

1. Robust monthly cashflow forecasting, monitoring and management.
2. Ensure 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, eg accommodation.
8. Explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions to generate unrestricted income.
10. Sell our leadership's time.

¹ According to a post lockdown survey by HVOSS (Herefordshire Voluntary Organisation Support Service)

Herefordshire Vennture

Chair's Report for the Year Ended 31 December 2020

We hope that efforts expended in 2020, supported by the Garfield Weston Foundation, Eveson Trust and the National Lottery, will begin to bear fruit in 2021 as we seek to acquire assets to increase our local impact.

As trustees, we thank God for His sustaining help through a dark Covid-19 2020 - a year of hurt, grief and trauma. It feels glib to say Covid-19 changed the world when so many faced pains beyond words, suffering multiple hurts, multiple griefs and multiple traumas. I think on reflection that in Vennture we learned to know Jesus in 'the fellowship of His sufferings' though we are not yet 'conformed to His death'.²

For many in Vennture 'Loving People Better' took on new meanings:

- The link worker supporting a mum isolated with a troublesome teenager, who was threatening self-harm.
- The volunteer phone buddy acting as the only human contact to a housed homeless man.
- The volunteer Ambassadors calling the ambulance to the suicidal individual.
- Other Ambassadors helping a rape victim get to A&E.
- The BBO³ link worker finding accommodation for the patient discharged in their hospital gown.
- The Covid-19 Street link workers helping the mental health team section someone safely.

As trustees, we must recognise the extraordinary Faith, Love and Endeavour shown by our employees and volunteers. Our leadership team worked many hours beyond their contracted hours; the whole Vennture team learned new ways to support families and individuals; many volunteers had to be re-tasked according to their Covid-19 risk while many furloughed people keen to help in Covid-19 joined us volunteering in Loving People Better.

To end on a positive: the Covid-19 crisis created a long-needed imperative for change. It prompted forward-thinking leaders in public agencies to embrace new approaches through the Talk Communities and BRAVE⁴ initiatives - both harnessing latent community resources. We have long advocated this radically different collaboration; we hope it is embraced further in the coming year so leadership is shared more and resources are pooled better, for the common good across Herefordshire.

Sam Pratley - Chair of Trustees

² Paul's New Testament letter to the Philippians, chapter 3 verse 10

³ Building Better Opportunities

⁴ Building Resilience Against Endemic Vulnerabilities

Herefordshire Vennture

Report of the Trustees
for the Year Ended 31 December 2020

The trustees present their report with the financial statements of the charity for the financial year ended 31 December 2020. 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
Venn Legacy Centre
45 Venns Lane
Hereford
Herefordshire
HR1 1DT

Trustees

Lady J Lisvane	Director	
D Morris	Director	- resigned 18.5.20
M Newton	Director	- resigned 20.1.20
P J Nugent	Director	
S R Pratley	Director	
A Morgan	Director	- appointed 20.1.20
A Butterfill	Director	- appointed 20.7.20
N Jones-Clark	Director	- appointed 16.3.20
S J D Tarlton	Director	- appointed 16.3.20
		- resigned 15.3.21
D Hider	Director	- appointed 15.3.21

Independent examiner

Thorne Widgey 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

Anthony Collins Solicitors
134 Edmund St,
Birmingham
B3 2ES

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.

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 the creation of new roles.

The trustees meet every other month. They receive papers 10 days in advance. All meetings are fully minuted and decisions logged. Trustees receive budget proposals in November for the following year. Trustees sign-off independently examined accounts for the previous year in March, prior to lodging with the Charity Commission. Trustees are allocated according to their skill set to support each area of the charity's operation:

- Chair
- Finance
- Safeguarding and Safe working
- HR
- Buildings and Assets
- Home Presence
- Street Presence
- Homeless

Each trustee maintains an on-going conversation with their relevant programme lead - meeting on a regular basis.

Risk management

The trustees have established a risk policy and have considered the major risks to which the charity is exposed and continue to review those risks. A risk register is maintained and updated prior to each trustee meeting.

The trustees seek 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.

Safeguarding and Safe working risks are managed through two designated safeguarding leads (DSL) - one for adults, one for children. Each DSL is paired with their own trustee whom they meet on a regular basis and maintain an on-going dialogue.

A log of operational policies is maintained, and policies reviewed and updated on a regular cycle. All employees are required to evidence that they have read and understood policies - including updates.

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:

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.

Endeavour

- We accept we do not 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.

Herefordshire Vennture

Report of the Trustees for the Year Ended 31 December 2020

- 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.

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.
- We serve people of all faiths and none.

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.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Trustee Progress against 2020 Objectives

1. Lead significant, substantive, sustainable initiatives and evidencing impact

- a. While Covid-19 delayed the launch of our Lottery-funded Family PREVENT mentoring, we ended the year with double our capacity of Family link workers and have had confirmed the continuation of our Families First Programme to at least March 2022.
- b. We have secured Lottery funding for 2 Youth link workers to provide mentoring support to young people. Covid-19 has hampered our collaboration with Close House as lockdown forced its closure.
- c. Covid-19 created a further imperative to deliver system change to end rough sleeping and sofa-surfing locally: we now have a team of Street link workers, ECINS⁵ being used to capture data and plans to secure additional new starter homes.
- d. This year we secured £88,000 to fund the delivery of winter provision. Our approach reduced the number of daily blue light callouts to the accommodation from 3 or 4 a day to zero.
- e. We have started our Covid-19 Lifeline to make it quick and easy for vulnerable people to access relational support and we are working with Citizen Housing and the Council to open a user-friendly hub to make it quick and easy for vulnerable people to access the professional help they may need in the summer.

2. Exercise influence and promoting systems thinking in local issues

- a. Covid-19 has hindered our work with schools to prove Vennture's relational early prevention approach to keep children engaged in mainstream education, though engagement with the programme is growing.
- b. The creation of the Lifeline triage, progress with the 85 housed homeless and the widening use of ECINS is beginning to build a cross-sector web of care.
- c. We have established a strong relationship with MIND through the Covid-19 crisis which is beginning to develop a joined-up approach to local mental health support rooted in Vennture and MIND's community-based link workers.

3. Innovate by listening and growing local leaders

- a. We have significantly strengthened our leadership team, bringing on people experienced in youth work, business management and supported housing.
- b. Covid-19 went a long way to reduce the average age of our volunteer base and target potential leaders in their 20's and 30's.
- c. The BBO funding is likely to be extended, providing more time post-Covid-19 to develop a plan to lead on mentoring individuals.

4. Redefining volunteering - equipping people appropriate to the task

- a. Through Covid-19 we have grown some volunteering in our core programmes - especially Street.
- b. Covid-19 prevented us resurrecting 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. In Covid-19 we piloted a volunteer manager to increase the number of our volunteers and enhance their experience. We would like to appoint someone permanently to this role.
- d. We continue to look for a trustee from our volunteers to ensure the voice of our volunteers is represented on our trustees.

⁵ Empowering Communities Inclusion & Neighbourhood Management System

2020 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct - Helped with specific support	Indirect - Others who benefit
Home Presence	Families First	22	270	£ 13,500	82	196
	Prevent Family Mentoring				23	30
	Youth		-	£ -	15	
	Individuals		-	£ -	63	
Street Presence	Ambassadors	9	1,440	£ 36,000	480	550
	Covid Ambassadors	36	672	£ 16,800	644	9,812
	Street Pastors	24	126	£ 3,150	114	80
	Lean on Me	52	18	£ 450	0	0
Response Presence	Triage		-	£ -	38	
	Lifeline response		-	£ -	12	
	Phone buddies	6	420	£ 10,500	18	
	Street Link Workers	1	525	£ 13,125	36	
	Covid Housed Homeless	2	120	£ 1,800	85	
Vennture	Projects	5	460	£ 23,412		
	Covid virtual office	3	720	£ 18,000	45	
	Covid Project	1	240	£ 3,600		
	Trustees	9	554	£ 27,675		
	Total across all initiatives	161	5,565	£168,012	1,655	10,668
	2019 Comparison	162	10,112	£236,938	636	3,490

Covid-19 impact

The impact of Covid-19 is clear from the year-on-year comparison at the bottom of the table; the proportion of Covid-19 related activity within the table shows how Covid-19 reshaped our overall delivery.

Home Presence - Through lockdown we maintained contact with those we were mentoring - often holding them to prevent them going downhill. Limited face-to-face contact restricted our influence - especially being unable to deploy volunteer mentors.

Street Presence - Through lockdown our activity was skewed from the night time to the daytime. Restrictions have essentially closed down the Night Time Economy.

Response Presence - Covid-19 has seeded this whole new area and enabled us to develop different approaches to building a web of care under BRAVE for the 5,000 vulnerable people falling outside statutory provision.

It is important to explain our response to Covid-19 as it shaped so much of our impact through 2020.

Response to Covid-19

When lockdown was announced, many other local charities shut down and furloughed workers. Along with a few others, Vennture was different.

1. **Prior to the first lockdown** announcement, we implemented continuation plans based on a working assumption that the crisis would last for over 18 months. We decided that we would fail in our responsibility to the vulnerable families, young people and individuals, who we served, if we were to close for any length of time.

2. **As the lockdown was anticipated** we recognised that, in our distinctly rural context, the lockdown would amplify the needs of vulnerable groups disproportionately while diminishing the resources to support them. Planning was already in place for the general population, those shielding, and those receiving statutory care. As a charity working with the vulnerable outside of statutory support, we challenged public agencies to create an additional fourth tier of emergency response.

We argued for the creation of a specific response tier to support 10 groups with pre-existing vulnerabilities, who fell outside of statutory needs and were disproportionately dependent on voluntary/charity-based support:

1. Victims of specific crimes:
 - a. Circa 50 potential domestic abuse victims.
 - b. Criminal exploitation - including young people.
2. 29 rough sleepers and 85 sofa-surfers - housed through Covid-19 interventions.
3. 600 people with chaotic, managed and recovered drug and alcohol dependencies.
4. 1,400 troubled families and similar number of individuals with a range of challenging personal needs.
5. Families who may be neglecting children.
6. Individuals with learning difficulties and families with children with learning difficulties.
7. Those with mental health problems.
8. Those who self-neglect and identify as hoarders.
9. Regular attenders to A&E and Primary Care.
10. Prison releases.

Our big idea was BRAVE - to Build Resilience Against Endemic Vulnerabilities

There were two sides to our proposed approach with these hard-to-reach vulnerable groups outside statutory obligations:

1. Recognise how their pre-existing vulnerabilities amplified their vulnerability to Covid-19.
2. Recognise how Covid-19 amplified the pre-existing vulnerabilities of these hard-to-reach groups.

We then wanted to provide leadership to volunteer responses to address the emerging vulnerabilities.

3. **When the lockdown was announced we created Covid-19 Tier 3 BRAVE group.** With the Chair of Adult Safeguarding, working collaboratively with the Police, local NHS, Council and emergency planners, we formed this cross-sector Tier 3 BRAVE group to Build Resilience Against Endemic Vulnerabilities. We recruited a 2nd year medical student at Oxford to focus on all our Covid-19 specific medical challenges, risks and issues.

Vennture designed a process in 2 days - Covid-19 fast time - to:

1. **Recognise** the needs, risks and motivations of each vulnerable group.
2. **Lead and accelerate** safer recruitment processes to mobilise volunteers to support the vulnerable.
3. **Develop** 'skills and drills' to train volunteers to engage effectively with each group.
4. **Support** and grow volunteers.
5. **Monitor** each interaction and interactions over time.
6. **Evaluate** their impact against the overall outcome of Helping People Help Themselves

We developed the process by an initial focus on the 'housed homeless'; we went on to expand it to think through wider groups.

4. **Throughout the lockdown** we became immersed in the thick of supporting these vulnerable groups, growing unique insights into how these so called 'hard-to-reach groups' were impacted and the struggles the system has with engaging with them and how the crisis brought this into sharp focus.

BRAVE - shaping the future

The most important aspect of BRAVE was that it proved the value of a fundamentally different approach to cross-sector collaboration, which will be incorporated into Herefordshire Council's Talk Community initiative.

BRAVE work enhanced our ability to collaborate with emergency planners, reshape our approaches, redeploy our volunteers and - as much as possible - maintain our relational support to people on the street and in the home. Through BRAVE, we created a team of Street-based link workers to support people who were rough sleeping, sofa surfing or on the edge of losing their accommodation. This has now been commissioned by Herefordshire Council.

BRAVE work also opened up the new area that we have called 'Lifeline Presence'. Vennture Lifeline is an important development for the 40% of the county's 5,000 vulnerable people who each year fall into crisis prompting a blue light response⁶. Using Covid-19 emergency funding from the Lottery, the Herefordshire Community Foundation and Eveson Trust, we were able to resource a triage process and response.

⁶ 2019 Police data shows 1,900 people were referred into Social Care following a blue light call. Only 300 made the threshold required for a Social Care assessment.

2020 Home presence initiatives

Family Mentoring

In 2020 Vennture supported 82 families - 127 adults and 196 children. This work was funded though the Herefordshire Council Family Mentoring contract and additional funding from the Eveson Trust, the EF Bulmer Benevolent Fund, Diocese Social Fund and personal giving.

All families had a combination of multiple needs, many of which are complex or inter-generational.

Family needs and issue	Percentage of families helped with this need	
	2019	2020
Parenting	87%	83%
Difficulties with their children’s health	60%	70% ↑
Difficulties with the parent’s health	52%	61% ↑
Children not attending school or at risk of exclusions	37%	40%
Out of work or financial difficulties	60%	43% ↓
Victim of domestic abuse	32%	36%
Alcohol or substance abuse	10%	11%
Involved in crime or anti-social behaviour	10%	13%

The pandemic and lockdowns increased the number of families with parents and/or children struggling with mental health. However, another significant increase was in the number of children with autism or suspected autism - 25% of families - and parents with even more significant physical and mental health issues. Surprisingly, the number of families needing support financially or with unemployment decreased from 2019. It is currently not known why this is the case

Length of support

On average in 2020, support to families was for 35 weeks⁷ with 30 visits or mentoring calls⁸. We provided in total 491 months of support - an increase of 23% on 2019. This included over 1,000 visits, 600 mentoring calls and over 2,000 phone calls and emails with other professionals.

Children

46% are families with single parents which is lower than previous years.

College children	Secondary School	Primary School	Pre-school
15	55	92	34
8%	28%	47%	17%

Referrals

- 74 referrals were received, with 89% families accepting support.
- 58 were new referrals in 2020, while 24 families had on-going support from 2019.

Referrer	No.	%of referrals
Primary School	26	32%
Secondary School	24	29%
Health (Health Visitors, CAMHs & GPs)	14	17%
Social Workers/Early Help	12	15%
Nursery/Children's Centres	4	5%
Other	2	2%

⁷ As requested by Hereford Early Help, time is now counted from when the referral was received and includes holiday periods and when link workers are away.

⁸ Mentoring calls took place where lockdowns prevented visits being undertaken. These were lengthy phone or video calls which listened to the parents and children and continued the one-to-one parenting guidance or other support.

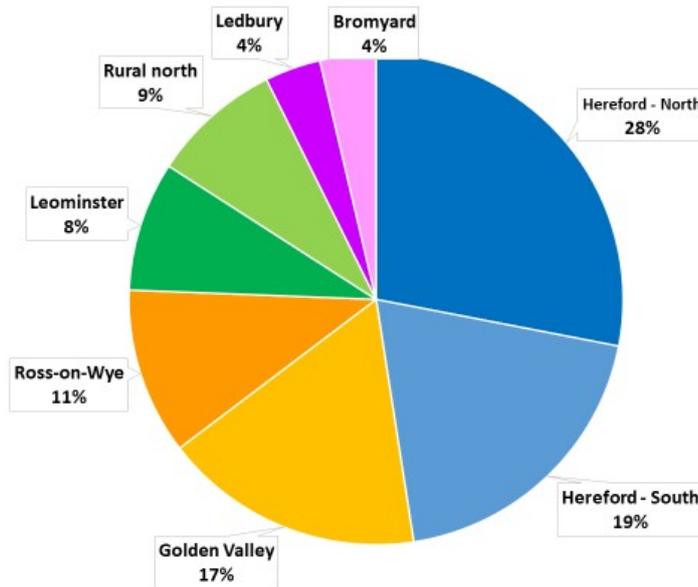
Herefordshire Vennture

Report of the Trustees
for the Year Ended 31 December 2020

More referrals came from schools - 12 secondary schools and 20 primary schools. This shows that the Early Help referral is widely used. It can, however, be difficult for Vennture to maintain a clear presence and identity in so many schools, in many of which we only support one family.

Location

In 2020 we continued to increase our support into Herefordshire market towns - 53% of families are from more rural locations, providing much-needed support and preventing rural exclusion.



Lockdown support

It was vital to support as best we could during lockdown. Lockdown proved a time of increased pressure as parents battled with home-schooling and being separated from friends and family.

Our team provided much needed telephone and video call support. Many families said the calls brightened their day! We gave parents practical tips to help them with the children. Where needed, food parcels were delivered, issues with Universal Credit applications resolved and free school meals or schoolwork sorted.

Vennture also supported four mothers and children who experienced domestic abuse during this time, including helping one to flee from home and make statements to the police.

We were able to extend support to 12 families who would normally have finished their time with Vennture. This was made possible by funding from the Eveson Trust, the EF Bulmer Benevolent Fund, the Diocese Social Fund and individuals' giving.

Additional one-off support during the first lockdown included link workers and volunteers delivering 40 beautiful food parcels from the Rotary Club. The children were thrilled with the Easter eggs, while the parents appreciated seeing someone face-to-face for the first time in some weeks.

In May we recognised that many families were flagging, their limited resources were gone, and the children had become bored. A grant from the EF Bulmer Benevolent Fund and contributions from Tesco, ASDA, two local schools and volunteers enabled us to make up games and craft packs for each of the families. For many families this was a lifeline at the right time.

'I came downstairs and it was just like Christmas again!'

'Thank-you so much. We are now sitting down as a family and playing the games you brought.'

In June we moved on to garden visits, which continued to September, when we resumed home visits. While in the second lockdown we were able to continue visiting on a reduced timetable. As families went into self-isolation, we were able to continue to offer much needed practical support for those who had no one else, as well as the regular phone calls.

Family Feedback

- 100% said our link workers and volunteers were approachable.
- 100% said we understood the challenges that the family was facing.
- 92% said we met their needs effectively - 8% felt that COVID-19 had made this impossible.
- 90% feel they are better able to cope after the support.

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

'Vennture has helped me become more independent. They gave practical help and advice. They went above and beyond with the weekly visits and all those emergency visits, supporting me to go places and calling the police when I was afraid.'

Survivor of domestic abuse during lockdown

'My link worker gave me a vision of what I'm actually capable of despite what my life has brought.'

Single mum

Herefordshire Vennture

Report of the Trustees for the Year Ended 31 December 2020

'I've looked forward to the visits every week. I trust my link worker and having someone to talk to. I didn't feel so lonely.'

Parent of a child with special needs

'You helped me not be so hard on myself. You helped me realise I am a good mum after years of abuse and being told I was awful. I am so much more positive now.'

Mother who experienced childhood abuse

'You helped us to learn to recognise the signs earlier of when J is getting overwhelmed emotionally. We learned to 'tag team' and do it together. We have learned new strategies to use.'

Father

Voice of the child

'Mum is less cranky and I've been able to cope with people in my family better.'

Teenager

'I am hitting out less and less at others.'

Boy with autism

'I'm now not scared of the playground and can leave mum at the gate.'

Primary aged girl

2020 Vennture Family Prevent

Vennture Family Prevent is a new offering of support from Vennture for Families. It went live in September 2020 and is funded for 3 years by the Big Lottery Community Fund. This grew from listening to both families requesting to be supported for longer, and schools and professionals wanting an easy way to get support for families as needs emerged. Professionals often said that they struggled to have time to complete referral forms for these families as they had to prioritise families where the needs were greater.

The aim is to work with 40-50 families a year for a longer period so that needs do not escalate and that there is sustainability in outcomes.

In the four months since the start of the programme we have received 26 family referrals - 22 of which were suitable for the Prevention agenda⁹.

Referrer	No.	% of referrals
Secondary School	8	31%
Primary School	5	19%
Early Help	4	15%
Level 3 Portal	2	8%
Vennture	1	27%
School Nursing	1	
Education Welfare Officer	1	
Jesse Norman's Office	1	
Self-referral	1	
Defence Welfare Services	1	
Returning Family	1	

Youth Mentoring

Vennture Prevent continues to be based on the fundamental principle that we 'help families help themselves'. The funding has allowed us to employ two part time youth mentors who will work alongside a young person (aged 10-15) in the family to 'help them find themselves'. **Currently they are working directly with nine young people - 4 females and 5 males.**

⁹ Two of the families who had more complex needs are being supported by the Early Help Team and one supported by Children's Services

COVID-19

Covid-19 has been a disruptive factor in the launch of this new offer, as we have not been able to go into as many schools as originally planned. Therefore, the school referrals tend to be from a few schools who know us well. The lockdowns have also affected our ability to visit families in their homes where it is easier to get to know the family and their needs. However, we are encouraged that all families so far still find the support helpful.

Sadly, most youth activities in Herefordshire have been curtailed or suspended. This has meant the youth mentors have not been able to engage the young people they are working with in additional activities. However, importantly in a time of high uncertainty for these individuals, they are still meeting face to face for socially distanced walks, allowing them to talk out their fears and stresses.

Individual mentoring - Building Better Opportunities

Participants

24 participants continued to work with us from the 2019 cohort and they were joined by an *additional 39 individuals signed up in 2020.

Age of Participants

19-29	30s	40s	50s	60s
12	19	18	8	6
19%	30%	29%	12%	10%

Length of Time out of Work (Economically active only)

Under a Year	1-2 Years	2-3 Years	4-5 Years	5-9 Years	10+ years
17	3	5	2	4	2
51%	10%	15%	6%	12%	6%

This shows a shift compared to last year to individuals who have worked more recently - a possible economic consequence of Covid-19 on employment? In 2019, 28% had last worked under a year.

Over 80% of individuals that we have supported recently report suffering from poor mental health [43%], have a physical disability [24%] or addictions to drugs or alcohol [32%].

Impact

In 2020 we evidenced 15 positive outcomes, including 8 into work, alongside 2 engaging with training, 2 volunteering and 3 started job searching. Referrals to Vennture BBO have remained buoyant despite the difficulties presented by Covid-19 and the impact on our referral partners, demonstrating there is still a need for this type of support. We have had a total of 96 referrals but not all of these have fully engaged with the BBO programme and some have been signposted to more appropriate support from the Housed Homeless link worker team or have chosen not to engage with the support.

The BBO team worked closely with Vennture's Covid-19 Housed Homeless team to support individuals once their housing situation was stabilised and they could begin to think about work. We have also seen referrals from a wider range of sources this year, in particular from Social Prescribers attached to GP surgeries looking for additional support for individuals recovering from poor mental health and social anxiety.

Due to the reputation and nature of the support that Vennture offers and the benefit of community-based relational support, we continue to attract referrals for some disadvantaged and marginalised people, including referrals from other BBO partners who are unable to support due to the complex needs of the individual.

Periods of lockdown restricted the way we were able to mentor individuals, with a move to remote mentoring for some. For the most vulnerable or where we deem there to be a well-being risk to the individual, we have been able to maintain socially distanced face-to-face support. We have conducted a significant number of outdoor 'Walk & Talk' mentoring sessions and garden visits with individuals. One of our link workers has brought his dog "Blue" to accompany him and this has had a big impact on some individuals in terms of their willingness to meet us and engage.

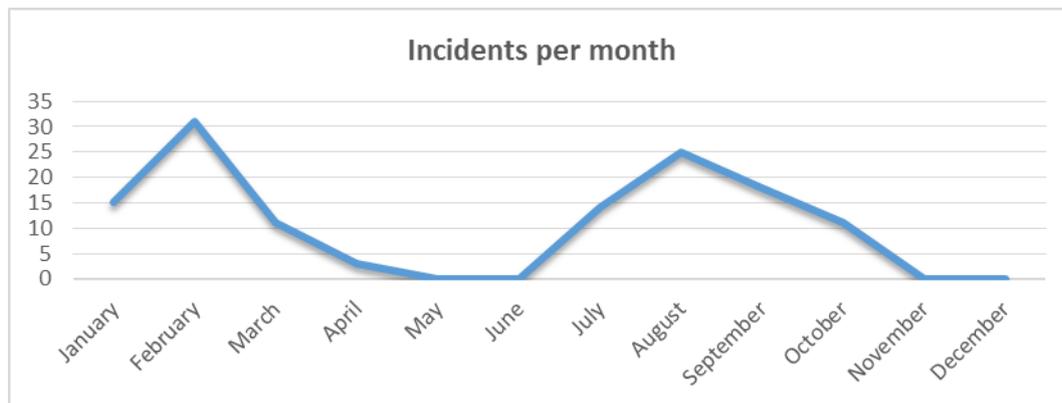
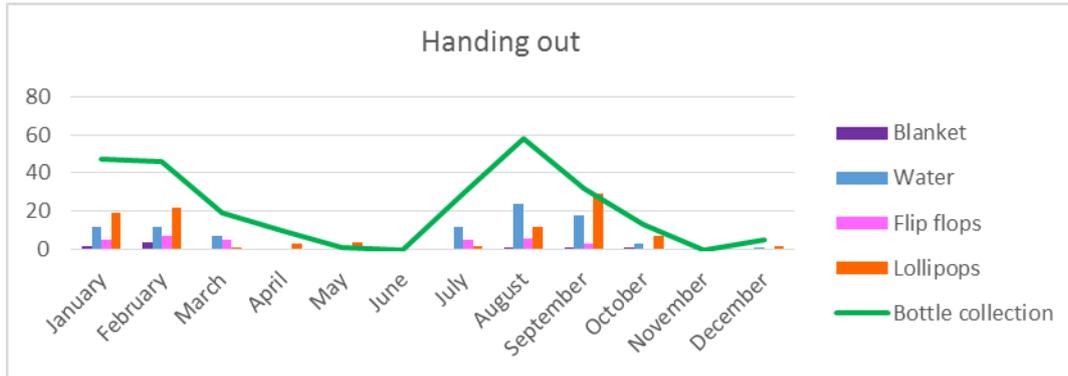
Report of the Trustees
for the Year Ended 31 December 2020

We have seen an increase in the number of individuals suffering from poor mental health and social anxiety that appears to have been made worse due to Covid-19. There has also been a significant impact on individuals' ability to access statutory services and support due to these being delivered remotely or restricted. This is particularly difficult for those needing to access community based mental health support and drug recovery services.

2020 Street Presence

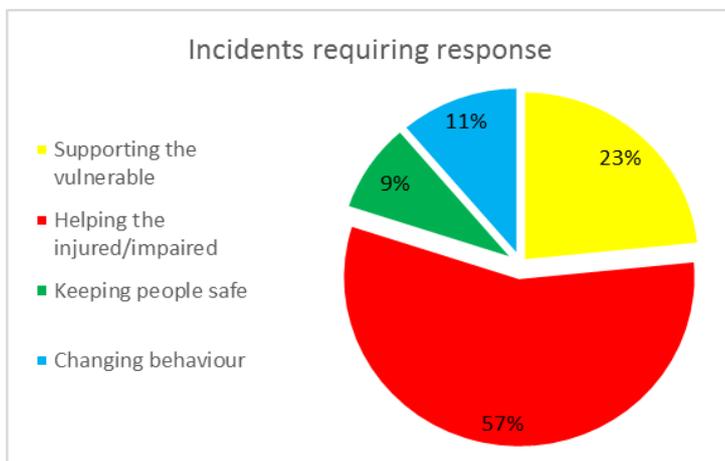
Street Pastors

The last 'proper' patrol before the Covid-19 restrictions came fully into force was 14 March 2020. Patrols began again on 4 June. These changes are reflected in the data.



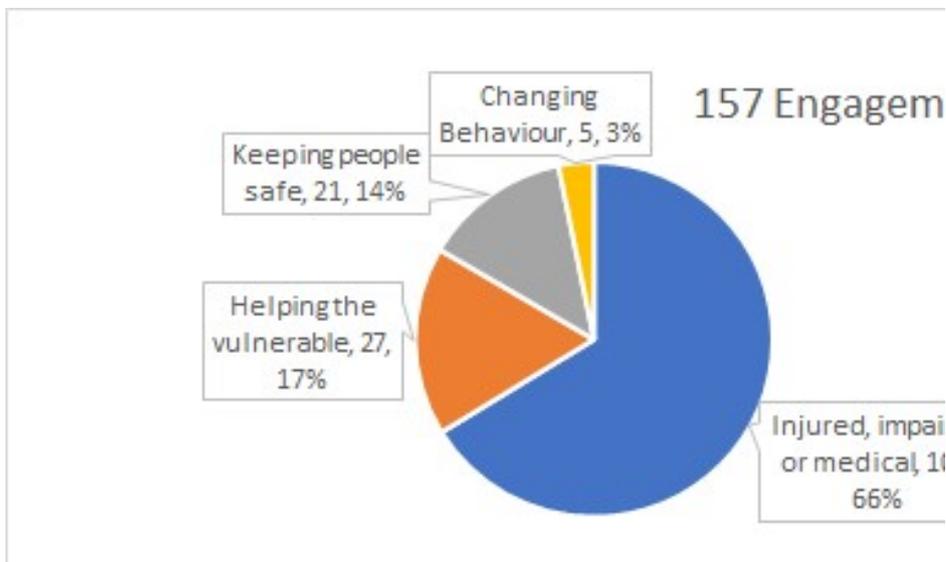
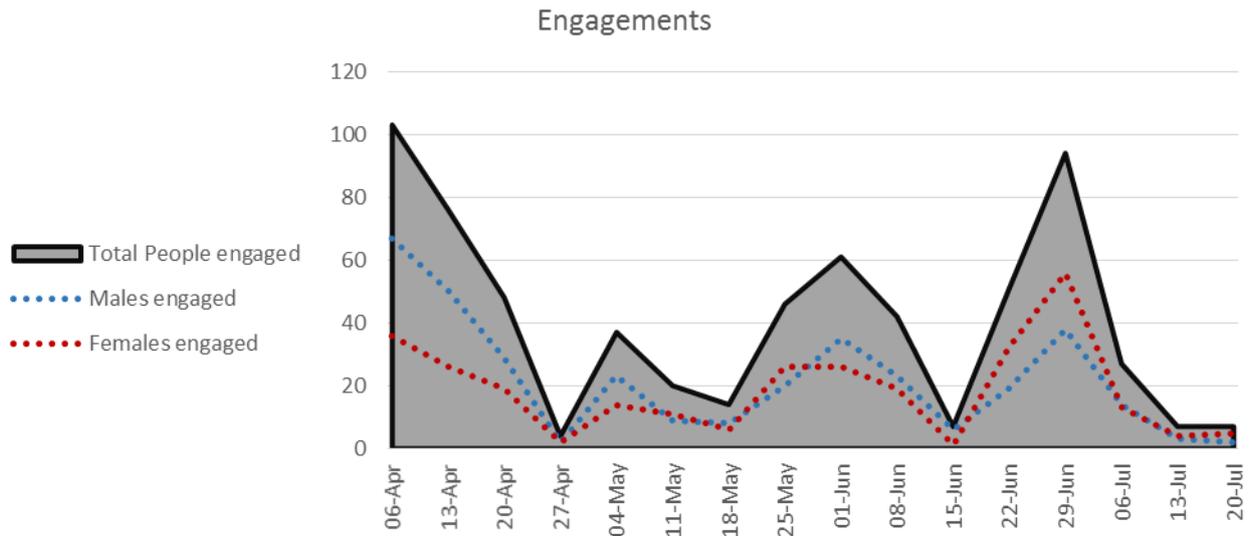
January and February had similar incidents in 2020 as 2019. It took, on average, 12 minutes longer to deal with the incidents at the start of 2020 as opposed to 2019 (28 minutes in 2020, 16 minutes in 2019).

Reasons for engaging were distributed similarly to preceding years, with slightly more emphasis on 'keeping people safe' and 'changing behaviour' and slightly less on 'supporting the vulnerable' in 2020 compared with 2019. Though the volunteers did not go out in the night time, those who passed our Covid-19 risk assessments joined our daytime Covid-19 Ambassadors.



Ambassadors

Covid-19 transformed the role of Ambassadors. 35 furloughed individuals joined our core team to ensure that we had a calm, reassuring presence available on the streets 7 days a week. These teams encountered 9,812 people out during lockdown and engaged 644 individuals over the 16-week operation; we are unclear of the reasons behind the pattern of engagements. Within the engagements, 157 incidents were dealt with.



Whilst not huge in number, these incidents were serious in their nature. Teams responded to 3 people who were suicidal and required an ambulance to be called; another team helped a victim of a serious sexual assault to A&E; many teams encountered people struggling with the consequences of lockdown, for example, a lone carer sat at home caring for his partner who was dying of cancer.

Being there to listen, care and help made a huge difference to these individuals. Street Ambassadors became a 'Crisis Touch Point'. To strengthen our Covid-19 care, our team put together, with the Police, an enquiry form. Emergency funding enabled us to create a Lifeline triage process to follow up these people. This was also made available to the foodbanks and others coming across those in crisis.

Lifeline Presence

Triage

Over its initial 10-week pilot, the Lifeline received 77 enquiries. Needs fell into expected and unexpected issues:
Identified issues - expected Identified issues:

Identified issues - expected

Help and guidance in their crisis
Struggling with alcohol
Job loss
Money management
Mental health
Food parcels
Assistance with benefits

Identified issues - unexpected

Dismissed by others as too hard to help
Prison releases of low-level offenders
Needing more than professional services
Needing help outside the remit of professionals
Needing help outside the remit of professionals
- Broken appliances
- No washing machine
- Outside light not working

Whilst it may be easy to dismiss some of these issues as trivial in the context of the pandemic, the effect of lockdown was to increase anxiety levels to the point that many vulnerable people were overwhelmed with them and no longer could reach out to their normal support networks.

Homeless Lifeline

Pre-Covid-19, Lottery funded development work created a blueprint for system change to make rough sleeping and sofa-surfing rare, brief, infrequent and non-recurring in Herefordshire. Covid-19 increased the scale and scope of collaborative activities to realise the vision. It created an imperative for change and injected momentum into delivering the 10 core elements of system-change to make the vision a reality and put people in the lead.

- Establish relational support.
- Replace repeated assessments with 'recognition process' across sectors so individuals only tell their story once.
- Information sharing and person tracking via ECINS as a common way of working.
- Link Journey mapping to Personal Housing Plans.
- Shape Uniformly Safe Environments.
- Open Hub and 'no second night out' facility to replace night shelter.
- Create opportunity for purposeful activity.
- Deliver 40 New front doors.
- Deliver instant Housing First Support to people BEFORE future homelessness.
- Close off routes back onto street.

Lockdown support

We played a vital role in the local approach to the Government's 'Everyone in' policy for the homeless. We adopted a strategy of 'overwhelming support' to connect with 85 of those housed. More than half were aged under 45. Housed across 6 sites, all were offered:

1. A phone buddy

A trained volunteer called daily for a chat and 'safe & well' check; volunteers calling people invested over 216 hours over 12 weeks.

2. Someone to take medical history

These medical checks met an immediate public health need: each individual received a Covid-19 briefing and a Covid-19 medical handover card in the event of needing A&E. The detailed medical history was a first step towards moving to 'Holistic Recognition' from 'Narrow Assessment'.

3. Safe & Well visits carried out daily at each location

These regular visits created relationships that led to people agreeing to share their information for their well-being, making sure they were registered with a GP, and in many instances being referred to a link worker.

4. Link Worker support

Through lockdown individuals were referred into our BBO link worker programme.

The impact of this distinctly relational support led to the Council's commissioning a (£92,800) Street-based link worker team to carry on the support post-lockdown. The team was recruited in August and started delivering in September.

- We are providing relational support to 24 individuals:
 - o Relationship breakdown - 9
 - o Eviction - 2
 - o Family breakdown - 3
 - o Anti-Social Behaviour - 4
 - o Prison release - 2
 - o Risk of eviction - 4
- Issues faced:
 - o Drugs - 9 male, 5 female
 - o Alcohol - 11 male, 3 female
 - o Mental health - 22
 - o Safeguarding concern - 10
- 19 of the 24 individuals have evidenced change on their 3-month review.
 - o Moved into employment and with settled status - 1
 - o Moved from roofless into temporary accommodation - 9
 - o Moved into rehab - 1
 - o Moved from temporary to permanent housing - 1
 - o Other changes - 7

Jan's story

Jan, a Polish man, moved here in 2014. He worked hard. He started sofa-surfing after he broke up with his wife. He found himself living on the streets when he got in trouble with the Police and spent time in prison. We started working with Jan following a Probation referral in early October. On release from prison, he had been housed at a local pub under Covid-19 rules but had no access to public funds. He had lived on charitable food parcels for several months as he had no money since being sent to prison.

After addressing his pressing need of food, we worked with his GP to help Jan claim benefits, open a bank account, start looking for work, apply for settled status and secure permanent accommodation. Being a consistent constant in his life has helped our link worker to understand Jan's story. Our link worker addressed fundamentals such as proving who he was and where he lived - essentials to accessing benefits, work and accommodation.

Jan now has a place of his own, a steady job that he enjoys, and is looking for his own home.

Janet's story

Janet was referred to Vennture in September. Janet had been living with her disabled friend and they were asked to leave. This forced their move into temporary housing where there were no cooking facilities, fridge or microwave. Our link worker secured food parcels for them and met regularly with them to build a meaningful relationship.

Janet had been waiting to get into detox for years, being told by the local drug and alcohol support services that there were no halfway houses available in the UK, and they had run out of options as she could not get into detox without an agreed 'move on' plan into secondary accommodation.

Our link worker was able to locate and secure the secondary accommodation in Bristol, not too far away from a detox clinic willing to take her. Janet was thrilled with this and our link worker worked through the detail to get a date for the detox to start in December 2020.

Sadly, things are not always straightforward. The December date fell through as Janet became unwell on the day she was due to travel, so the placement was deferred to the New Year, when she was taken there by a Vennture volunteer. Janet was so thankful we could make it possible for her to start her long awaited journey of recovery.

Lockdown insight

- The Covid-19 'Everyone in' plan allowed us to identify where the 203 people in this 'at risk of homelessness' cohort were, and their individual support requirements.
- BRAVE working also quantified a shortfall of 40-50 supported housing units, specific to the cohort.
- Information sharing for the first time allowed us to map specific cohorts of need, risk and motivation in the group and so better tailor provision.
- As we pioneered cross-agency information sharing, new approaches emerged to reduce risk, better meet needs, and improve the likelihood of change, by recognising each individual's motivation, eg one rough-sleeper's motivation is to be able to see his family again.
- These insights form a foundation to move forward our agenda to create Vennture 'Starter Homes' with tailored support to provide people with an escape from sofa-surfing.

Night shelter

In the summer, St Peter's PCC transferred responsibility for the Night Shelter to Vennture. Their Chair joined our board of Trustees. Due to Covid-19 restrictions, the Night Shelter could not continue in its previous state, so our first step was to close it.

In the Autumn, we secured £88,478 of Big Lottery funding via Homeless Link to lead on Winter Provision from 1 December 2020 to 31 March 2021. We developed a plan as an extension to our already established Street link worker team - supporting rough sleepers into safe, secure, warm accommodation with person-centred support. These were elements identified by rough sleepers themselves in the Lottery-funded development work.

Our winter provision initiative focused on the 17 most entrenched rough sleepers identified at the Rough Sleeping Count in October 2020. All were offered accommodation and support, together with a further 18 individuals. 29 individuals took up the offer. Our focus on safety and security transformed the group's behaviours and dramatically reduced demand on blue light services.

We have now established a cross-sector, cross-agency support that puts those who are rough sleeping and/or sofa-surfing in the lead. It promotes recognition of each individual, builds collaboration through information-sharing, and shapes the system to help people towards independent living where they have the emotional resilience to self-determine. The approach is shaped by the importance of meaningful relationships, purposeful activity, and having a safe, secure home of your own, to ending destructive lifestyles.

2021 Vennture's core objectives

1. Lead significant, substantive, sustainable initiatives and evidencing impact

- a. Further increase the size of our mentoring programme with struggling families and individuals through funding that allows the harvest of the full value of the approach - building even greater emphasis on prevention.
- b. Deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds and expand our Youth Mentoring - shaping the scope and scale of our 'Lean on Me' work to a post-Covid-19 world.
- c. Prove the 'If Vennture did Homes' concept as we bring on stream new starter homes for those wanting to leave and/or avoid the destructive lifestyles of rough sleeping and sofa-surfing.
- d. Complete the repurposing of the Night Shelter so that no one spends a second night out.
- e. Deliver 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 promote systems-thinking in local issues

- a. Establish and expand with schools Vennture's relational early prevention approach to keep children engaged in mainstream education.
- b. In partnership with Empowering Communities, work with Team Herefordshire and Talk Communities BRAVE, to build a county-wide cross-sector web of care accessed instantly through the Vennture Lifeline.
- c. Influence the redevelopment of local mental health services to embrace and invest in Vennture's community-based link worker and mental health first aid trained Street Presence teams.

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. Deliver the Street Presence plan to have a constant calm, reassuring presence on the streets to establish Hereford and the market towns as places that care.
- b. Grow volunteering relevance in our core programmes so we have 200 volunteers trained in mental health first aid.
- c. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
- d. Recruit a volunteer manager to increase the number of our volunteers and enhance their experience.
- e. Recruit a trustee from our volunteers to ensure the voice of our volunteers is represented on our trustee board.

FINANCIAL REVIEW

Income for the year amounted to £798,022 (2019: £544,380), an increase of 47% on the prior year. Expenditure on Charitable Activities was £527,593 (2019: £442,390) a rise of 29%. The balance of unrestricted funds carried forward is £121,211 (2019: £29,954) whilst the balance of restricted funds is £290,426 (2019: £111,254).

Reserves policy

The trustees are pleased this year to end the year with reserves in line with their stated policy where uncommitted unrestricted funds are covering between a third and a half of committed operating costs in place.

For 2020 this would have required year end reserves between £141,000 and £282,000. The current level of free reserves as at the end of the financial year is £121,211, as well as £290,426 of restricted reserves.

Going concern

The trustees have worked hard to restore and grow unrestricted reserves after the previous year end. This work includes increasing the value of contracts, making series of grant applications, and courting further business sponsorship. The trustees are confident that their efforts will safeguard the continued solvency of the charity and long-term sustainability. Unrestricted funds balance at the year-end £121,211 (2019: £29,954).

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.

Approved by order of the board of trustees on 15th March 2021 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 2020, which are set out on pages twenty three to thirty five.

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

Date: 30th March 2021

Herefordshire Vennture

Statement of Financial Activities
for the Year Ended 31 December 2020

	Notes	Unrestricted fund £	Restricted funds £	31.12.20 Total funds £	31.12.19 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	38,727	11,246	49,973	62,750
Incoming resources from charitable activities					
Charitable activity	3	102,514	632,560	735,074	446,828
Other incoming resources		<u>3,243</u>	<u>9,732</u>	<u>12,975</u>	<u>34,802</u>
Total incoming resources		144,484	653,538	798,022	544,380
RESOURCES EXPENDED					
Charitable activities					
Charitable activity		<u>108,602</u>	<u>418,991</u>	<u>527,593</u>	<u>442,390</u>
NET INCOMING RESOURCES BEFORE TRANSFERS					
		35,882	234,547	270,429	101,990
Gross transfers between funds	13	<u>55,375</u>	<u>(55,375)</u>	-	-
Net incoming/(outgoing) resources		91,257	179,172	270,429	101,990
RECONCILIATION OF FUNDS					
Total funds brought forward		29,954	111,254	141,208	39,218
TOTAL FUNDS CARRIED FORWARD		<u>121,211</u>	<u>290,426</u>	<u>411,637</u>	<u>141,208</u>

The notes form part of these financial statements

Herefordshire Vennture

Balance Sheet

At 31 December 2020

	Notes	31.12.20 £	31.12.19 £
FIXED ASSETS			
Tangible assets	7	13,773	14,626
CURRENT ASSETS			
Debtors	8	13,272	30,343
Cash at bank and in hand		<u>424,563</u>	<u>146,671</u>
		437,835	177,014
CREDITORS			
Amounts falling due within one year	9	(14,971)	(24,791)
		<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>422,864</u>	<u>152,223</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		436,637	166,849
CREDITORS			
Amounts falling due after more than one year	10	(25,000)	(25,641)
		<u> </u>	<u> </u>
NET ASSETS		<u>411,637</u>	<u>141,208</u>
FUNDS	13		
Unrestricted funds		121,213	29,954
Restricted funds		<u>290,424</u>	<u>111,254</u>
TOTAL FUNDS		<u>411,637</u>	<u>141,208</u>

The notes form part of these financial statements

Herefordshire Vennture

Balance Sheet - continued

At 31 December 2020

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 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 15th March 2021 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.

Going Concern

Due to the current situation with the COVID19 pandemic, the trustees have considered the basis on which the financial statements have been prepared and feel the going concern basis is appropriate. See the trustees report for further information.

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.

Income from government and other grants, is recognised when the charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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.

1. ACCOUNTING POLICIES - continued

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.

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

	31.12.20	31.12.19
	£	£
Donations	47,980	55,291
Gift aid	<u>1,993</u>	<u>7,459</u>
	<u>49,973</u>	<u>62,750</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	31.12.20	31.12.19
	Charitable activity	Total activities
	£	£
Grants	733,370	443,041
Training services provided	<u>1,704</u>	<u>3,787</u>
	<u>735,074</u>	<u>446,828</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - continued

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

	31.12.20	31.12.19
	£	£
Mr Willats Charity	4,166	-
Garfield Weston Foundation	50,000	30,000
E F Bulmer Benevolent Fund	500	20,000
The Eveson Charitable Trust	35,000	20,000
West Mercia Police & Crime Commissioner	5,752	72,950
Building Better Opportunities	73,865	159,687
Herefordshire Council	147,610	100,000
Hereford Diocese - Social Action Fund	-	12,000
Hereford Cathedral	28,404	28,404
Hereford Mind	3,000	-
TNL Community Fund	342,615	-
Herefordshire Community Foundation	14,000	-
Job Centre Plus	3,322	-
Covid Job Retention Scheme	1,134	-
B&Q Foundation	5,000	-
Allchurches Trust	9,000	-
Social Investment Business	10,002	-
	<u>733,370</u>	<u>443,041</u>

4. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.12.20	31.12.19
	£	£
Depreciation - owned assets	12,215	11,868
Other pension costs	6,791	4,722
Auditors remuneration	3,600	2,244
Auditors remuneration - other services	495	3,089
Operating lease payments	<u>7,576</u>	<u>1,085</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2020

6. STAFF COSTS

The aggregate payroll costs were:

	2020 £	2019 £
Wages and salaries	381,001	293,696
Social security costs	26,498	16,856
Pension contributions	6,791	4,722
	<u>414,290</u>	<u>315,274</u>

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

The average weekly number of employees during the year was 26 (2019: 18).

The full time equivalent number of staff was 15.05 (2019: 12.65).

Total key management personnel benefits amounted to £155,847 (2019: £107,918).

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020	3,509	37,820	41,329
Additions	<u>1,853</u>	<u>9,509</u>	<u>11,362</u>
At 31 December 2020	<u>5,362</u>	<u>47,329</u>	<u>52,691</u>
DEPRECIATION			
At 1 January 2020	567	26,136	26,703
Charge for year	<u>523</u>	<u>11,692</u>	<u>12,215</u>
At 31 December 2020	<u>1,090</u>	<u>37,828</u>	<u>38,918</u>
NET BOOK VALUE			
At 31 December 2020	<u>4,272</u>	<u>9,501</u>	<u>13,773</u>
At 31 December 2019	<u>2,942</u>	<u>11,684</u>	<u>14,626</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20 £	31.12.19 £
Trade debtors	3,500	14,615
Other debtors	<u>9,772</u>	<u>15,728</u>
	<u>13,272</u>	<u>30,343</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20	31.12.19
	£	£
Bank loans and overdrafts	161	10,360
Trade creditors	2,196	4,396
Taxation and social security	8,894	5,330
Other creditors	<u>3,720</u>	<u>4,705</u>
	<u>14,971</u>	<u>24,791</u>

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

	31.12.20	31.12.19
	£	£
Bank loans	-	641
Other creditors	<u>25,000</u>	<u>25,000</u>
	<u>25,000</u>	<u>25,641</u>

The zero interest loan of £25,000 is repayable in full on 31st July 2022. No repayments made in the year. Balance remains at £25,000.

11. OPERATING LEASE COMMITMENTS

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

	31.12.20	31.12.19
	£	£
Expiring:		
Within one year	2,356	917
Between one and five years	<u>2,479</u>	<u>-</u>
	<u>4,835</u>	<u>917</u>

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	31.12.20 Total funds £	31.12.19 Total funds £
Fixed assets	9,898	3,875	13,773	14,626
Current assets	107,745	330,090	437,835	177,014
Current liabilities	3,570	(18,541)	(14,971)	(24,791)
Long term liabilities	<u>-</u>	<u>(25,000)</u>	<u>(25,000)</u>	<u>(25,641)</u>
	<u>121,213</u>	<u>290,424</u>	<u>411,637</u>	<u>141,208</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2020

13. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	29,954	25,882	55,375	111,211
Raising Future Investment	-	10,002	-	10,002
	<u>29,954</u>	<u>35,884</u>	<u>55,375</u>	<u>121,213</u>
Restricted funds				
Street Pastors	-	1,208	(401)	807
Lean on Me	13,996	(5,758)	(1,114)	7,124
Family Pastors	39,927	17,552	(19,097)	38,382
Hereford Ambassadors	52	21,094	(6,369)	14,777
Leominster Ambassadors	7,978	(7,693)	-	285
Building Better Opportunities	25,855	(7,805)	(11,224)	6,826
Youth	23,446	(17,268)	-	6,178
COVID-19 Response	-	26,070	(8,696)	17,374
PREVENTION4FAMILIES	-	106,712	-	106,712
Housed Homeless	-	100,433	(8,474)	91,959
	<u>111,254</u>	<u>234,545</u>	<u>(55,375)</u>	<u>290,424</u>
TOTAL FUNDS	<u>141,208</u>	<u>270,429</u>	<u>-</u>	<u>411,637</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	134,483	(108,601)	25,882
Raising Future Investment	10,002	-	10,002
	<u>144,485</u>	<u>(108,601)</u>	<u>35,884</u>
Restricted funds			
Street Pastors	5,377	(4,169)	1,208
Lean on Me	5,527	(11,285)	(5,758)
Family Pastors	138,678	(121,126)	17,552
Hereford Ambassadors	51,335	(30,241)	21,094
Leominster Ambassadors	-	(7,693)	(7,693)
Building Better Opportunities	74,182	(81,987)	(7,805)
Youth	1	(17,269)	(17,268)
COVID-19 Response	91,114	(65,044)	26,070
PREVENTION4FAMILIES	160,536	(53,824)	106,712
Housed Homeless	126,787	(26,354)	100,433
	<u>653,537</u>	<u>(418,992)</u>	<u>234,545</u>
TOTAL FUNDS	<u>798,022</u>	<u>(527,593)</u>	<u>270,429</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2020

13. MOVEMENT IN FUNDS - continued

Comparatives for 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	-	23,446	-	23,446
	23,762	135,472	(47,980)	111,254
TOTAL FUNDS	<u>39,218</u>	<u>101,990</u>	<u>-</u>	<u>141,208</u>

Comparative 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	25,789	(2,343)	23,446
	446,867	(311,395)	135,472
TOTAL FUNDS	<u>544,380</u>	<u>(442,390)</u>	<u>101,990</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2020

13. MOVEMENT IN FUNDS - continued

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

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	15,456	(7,600)	103,355	111,211
Raising Future Investment	-	10,002	-	10,002
Restricted funds				
Street Pastors	-	(2,608)	3,415	807
Lean on Me	-	17,633	(10,509)	7,124
Family Pastors	17,365	54,668	(33,651)	38,382
Hereford Ambassadors	-	28,354	(13,577)	14,777
Leominster Ambassadors	6,154	(2,845)	(3,024)	285
Building Better Opportunities	243	35,422	(28,839)	6,826
Youth	-	6,178	-	6,178
COVID-19 Response	-	26,070	(8,696)	17,374
PREVENTION4FAMILIES	-	106,712	-	106,712
Housed Homeless	-	100,433	(8,474)	91,959
	<u>23,762</u>	<u>370,017</u>	<u>(103,355)</u>	<u>290,424</u>
TOTAL FUNDS	<u>39,218</u>	<u>372,419</u>	<u>-</u>	<u>411,637</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	231,996	(239,596)	(7,600)
Raising Future Investment	10,002	-	10,002
Restricted funds			
Street Pastors	14,102	(16,710)	(2,608)
Lean on Me	67,031	(49,398)	17,633
Family Pastors	285,861	(231,193)	54,668
Hereford Ambassadors	79,489	(51,135)	28,354
Leominster Ambassadors	14,500	(17,345)	(2,845)
Building Better Opportunities	235,194	(199,772)	35,422
Youth	25,790	(19,612)	6,178
COVID-19 Response	91,114	(65,044)	26,070
PREVENTION4FAMILIES	160,536	(53,824)	106,712
Housed Homeless	126,787	(26,354)	100,433
	<u>1,100,404</u>	<u>(730,387)</u>	<u>370,017</u>
TOTAL FUNDS	<u>1,342,402</u>	<u>(969,983)</u>	<u>372,419</u>

13. MOVEMENT IN FUNDS - continued

Transfers between funds in the year represent the following;
Management recharges between unrestricted and restricted funds.

Raising Future Investment (Designated fund)

This fund includes ring fenced unrestricted funds that have been obtained for the purpose of generating future investments in Herefordshire Vennture.

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.

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. Grants were received in the year specifically to develop this activity.

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.

Covid 19 Response

Covid 19 Response was a range of activities initiated in direct response to the Covid-19 crisis - especially to those groups whose vulnerabilities were amplified by Lockdown and who were supported through the BRAVE programme to Build Resilience Against Endemic Vulnerabilities.

Prevention4Families

Prevention4Families is a Lottery Funded extension of our Home Presence work. The programme is based on insights gained from our extensive work with families. The programme is focussed on Prevention - allowing local schools to refer families to receive mentoring support, preventing their difficulties and struggles from escalating.

Housed Homeless

The Housed Homeless programme supports those brought in from the street or sofa-surfing providing them with mentoring support to help them help themselves and sustain tenancies.

14. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £3,030 (2019: £7,680) there are no outstanding amounts at the year end (2019: Nil).

Mrs M Morris, wife of D Morris (a trustee of Herefordshire Vennture until 18/05/2020) works for the organisation and costs amounting to £5,112 (2019: £12,190) are included in the period D Morris was appointed. There are no outstanding amounts at the year end (2019: Nil).

St Barnabas is owned and ran by Hereford Diocese, of which trustees S Pratley and A Morgan 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 £6,750 (2019: £7,200). There are no outstanding amounts at the year end (2019: Nil).