

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

Report of the Trustees and
Consolidated Financial Statements
for the Year Ended 31 December 2022
for
Herefordshire Vennture

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

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for the Year Ended 31 December 2022

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Chair's report

2022 was another remarkable year for Vennture. We thank God for His goodness as we navigate the transition into being a big charity - as defined by the Charity Commission. Most important to us all is the difference we make to families, individuals and young people across Herefordshire. One cannot help but be moved by the individual stories and feedback of those we have helped.

Vennture's relational approach has brought mentoring support to 171 struggling families, 319 individuals with tangled needs - many on the edge of eviction, and supported 71 people coming out of homelessness. Meanwhile, our Street Presence teams attended 351 incidents and provided valuable insights from conducting a survey of over 400 women to help the local Police secure a further £153,755 to make Hereford's streets even safer.

Our pioneering transformation of Winter Provision for those facing homelessness was not without its challenges, both internal and external. Regardless, it brought incredible benefit to the most vulnerable, who historically were reticent to engage with help. They expressed appreciation for the different approach that brought them dignity in a safe, warm space from which to make a fresh start.

In 2022, we invested £25,625 in progressing our Fresh Start Homes. We were disappointed that our initial planning application for 5 Fresh Start family flats and a supporting nursery was refused. Following detailed legal advice from Anthony Collins Solicitors, clarifying issues raised by planners about the scheme's Social and Community Value, we are in process of resubmitting the application.

By the end of the year, our Street Presence teams were working out of the Merton Hotel where we based our Lean on Me and Homeless Hub teams. We are on track to make the Merton's 16 rooms available to those coming out of homelessness and wanting to make a Fresh Start in 2023.

We secured ownership via our subsidiary company Vennture Enterprises Ltd of the Merton Hotel in September, using £790,000 of gifts from philanthropists and Hereford Cathedral Alms House Charity designated for this purpose. Vennture loaned funds to Vennture Enterprises Ltd to complete the transaction following professional advice from Thorne Widgery Accountants and Anthony Collins Solicitors on how to purchase the property in the best interests of the charity.

These transactions led to us ending 2022 with a balance sheet of £2,190,677 but with unrestricted cash reserves of only £33,172 having £360,549. We are a going concern based on an agreed £350,000 CAF mortgage to draw down in the New Year. As Trustees, we agreed this mortgage, recognising the growth in our debtors caused by our ever-increasing public sector delivery revenues being paid quarterly in arrears.

As our accounts show, in 2022 we had record delivery revenues of £300,344 reflecting the increased number of families and individuals we supported. Our delivery contracts with Herefordshire Council have continued to result in an overall loss to Vennture due to underfunding of the full cost of delivery. In 2022 the shortfall has amounted to £90,000. This is neither a sustainable nor equitable basis for true partnership working and the board has been insistent that renegotiation of future contracts is conducted on the basis of full cost recovery.

We are grateful for ongoing financial support from The Eveson Trust, Hereford Cathedral Almshouse Charity, The National Lottery Community Fund and so many local donors. The steady flow of small donations of £5 or £10 - often given sacrificially - is an incredible encouragement. Supporters, volunteers, and donors are attracted by our relational approach's impact and our ability to deliver system change to benefit the most vulnerable.

Sadly, our size now excludes us from applying to many of the smaller trusts and grant making bodies. At Christmas, one of the ways we sought to fill this gap was by raising our profile locally, leading to just over £8,500 of additional donations. We were especially grateful to Mike Green and his family for their Christmas 'Walk for Charlie' - raising funds in remembrance of their son who sadly passed away on Christmas Day 2021.

In the light of our funding challenges, we were delighted to secure the support of the Lloyds Bank Foundation over the next two years. In addition to a £50,000 contribution to our unrestricted funds, they are also providing professional support to help us address our growing pains - including helping us reshape our Trustee Board, rethink our communications strategy and build our leadership capabilities.

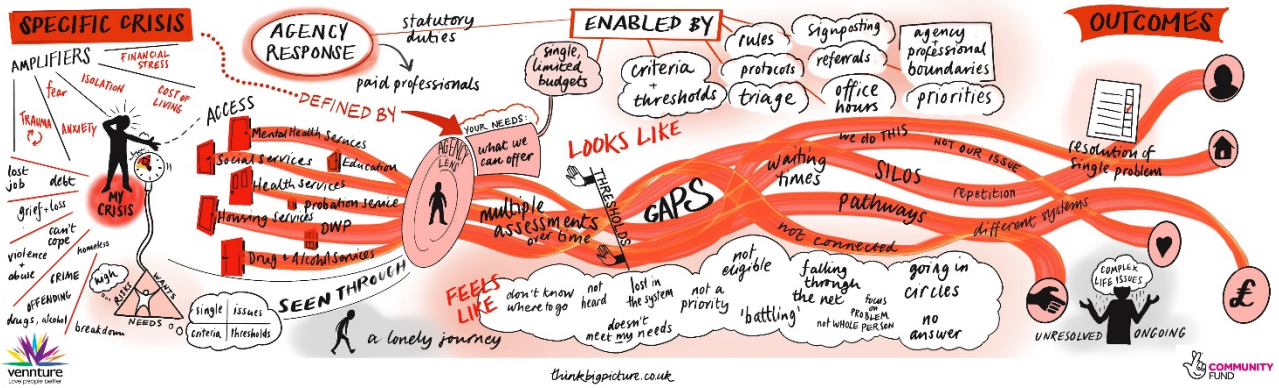
All our growth in 2022 has been delivered amidst significant national turmoil and huge local challenges:

- The report of the Thematic Review into Premature Deaths carried out by Professor Michael Preston-Shoot and Mike Ward dated March 2022 was published by Herefordshire Safeguarding Adults Board in April 2022. The report highlighted the need for more holistic approaches to be taken with individuals facing or coming out of homelessness resonating with our pioneering Fresh Start programme.

Report of the Trustees
for the Year Ended 31 December 2022

- In May, Herefordshire Council's Children's Services featured on BBC Panorama. The subsequent Ofsted report stated, 'Children are not protected from harm in Herefordshire,' resulting in the Secretary of State appointing a Commissioner to oversee the service.

Throughout 2022 we have put forward ways to address the shortcomings and, moving forward, our team is in a strong position to step up. We were funded by The National Lottery Community Fund to develop an approach to Prevention in our rural context. Supported by the Bishop of Hereford and the West Mercia Police and Crime Commissioner, we facilitated a series of cross-sector workshops to develop a picture of how Prevention might be better delivered locally across Herefordshire.



As we move forward in 2023, we are in a strong position to respond to opportunities as the emerging model is now playing a role in shaping new approaches in Herefordshire's Children's and Adults' Services, and other agencies including Health and Police services. As ever, our team's appetite to help the most vulnerable is undiminished. In the coming year we are committed to further grow the scale and scope of our impact.

Regardless, our 10 financial priorities remain unchanged:

1. Robust monthly cashflow forecasting, monitoring and management - including modelling scenarios as we increase the amount of balance sheet transactions.
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 generate income towards our unrestricted reserves.
8. Explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions under Vennture Enterprises to generate unrestricted income.
10. Sell our leadership's time.

Finally, as a new Chair, I must recognise the incredible perseverance of our employed team, volunteers and Trustees - past and present. It is an incredible privilege to chair an organisation that is so determined to stay true to its Mission to bring practical meaning to the Power of Jesus' Love.

In the autumn, the Cathedral Dean dedicated our new office building at a Service of Thanksgiving. In her address, the Dean emphasised to us the importance of staying true to our founding principles and not losing the inspiration of a Christ-centred approach bringing love, forgiveness, and hope to those we serve. Her exhortation was timely as we look forward to a further period of growth. I am determined that we honour our founders and those who have given so much to re-establish the Vennture family over the last decade.

The Rev'd Simon Tarlton - Chair of Trustees

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Venn Lagacy Centre
26 Vicarage Road
Hereford
HR1 2QN

Trustees
Rev Lady J Lisvane
P J Nugent (resigned 24.2.22)
S R Pratley (resigned 19.10.22)
A Morgan (resigned 18.2.23)
A Butterfill
N Jones-Clark (resigned 23.5.22)
S J D Tarlton (appointed 19.10.22)
D Hider
S M Sully

Auditors
Thorne Widgey Accountancy Ltd
Chartered Accountants
Statutory Auditors
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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Herefordshire Vennture for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements for the charity and the group in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The trustees present their report with the financial statements of the charity and the group for the financial year ended 31 December 2022. 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'.

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.

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

In December 2021, the Trustees formed a trading subsidiary: Vennture Enterprises Ltd, Company Number 13794131.

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 audited accounts for the previous year in spring 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

Resources, Innovation and Development, including Buildings and Assets

Home Presence

Street Presence

Fresh Start - including individual mentoring and addressing Rough Sleeping and Sofa Surfing

Each Trustee maintains an on-going conversation with their relevant programme lead - meeting at least once each month. As part of our work with Lloyds Bank Foundation, we are undertaking a review of our present Trustees in the light of our now growing size and complexity.

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. A risk register is maintained and updated prior to each Trustee meeting.

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.

Safeguarding and Safe working risks are managed through two Designated Safeguarding Leads (DSLs) - one for adults, one for children. Each DSL is paired with their own Trustee with whom they maintain an on-going dialogue - meeting at least once each month. We have a robust whistleblowing policy.

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.
- 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.

Herefordshire Vennture

Report of the Trustees for the Year Ended 31 December 2022

Our mission is to ‘Love people better’ and our vision is about ‘People helping People’:

1. We want Herefordshire to be a place where family and community really mean something.
2. We want to see communities caring more, streets that are as safe as possible for all at all times.
3. We want to give local families every opportunity to grow and stick together by neighbourly help that is timely and appropriate at the time of need.
4. We want local people to take responsibility for local problems - people caring, people connecting and people helping one another.
5. We want our county to be nationally recognised as the safest and best place to be a family regardless of the shape or size or background of that family.
6. We want Christian Churches across Herefordshire to work seamlessly together regardless of their tradition or denomination to enable us to bring practical meaning to the Power of Jesus’ love.
7. We want Jesus to be a natural part of any conversations.

Our focus is on making an impact by:

1. Pioneering and promoting relational approaches.
2. Leading significant, substantive and sustainable initiatives and evidencing their impact.
3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.
4. Our volunteers will be recruited carefully and trained to the highest standards to enable them to become experts in their chosen field - Vennture Experteers.
5. Leading with business, community, church, agencies and police to come together for the common good.
6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.
7. Enabling local people to give time, money and resources to local needs.

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 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.

We take responsibility for the choices we make, encouraging others to do the same.

We use everything for learning.

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 individual is God’s handiwork with a unique mix of gifts, talents and experiences, given by Him.

We work with, serve and relate to 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 £1,840,918 (2021: 1,983,440), a decrease of 7% on the prior year.

Expenditure on Charitable Activities was £1,150,079 (2021: 895,239), a rise of 28%.

The balance of unrestricted funds carried forward is £1,121,291 (2021: 506,189), whilst the balance of restricted funds is £1,135,267 (2021: 993,649). Agreed mortgage funds were delayed due to administrative failings in CAF bank, which are the subject of a formal complaint to the bank.

Reserves policy

The Trustees are satisfied to end the year with line of sight to 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 2022 this would have required year end reserves between £383,360 and £575,040. The current level of free reserves as at the end of the financial year is £279,226, as well as £1,135,267 of restricted reserves.

Trustee Progress against 2022 Goals

2022 Vennture's core objectives

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

- a. We have further increased the size of our mentoring programme with struggling families and individuals with continued emphasis on prevention.
- b. After careful review, we have refocused our whole family approach and for the time-being put on hold our plans for a dedicated Youth Mentoring team.
- c. We are progressing our plans to deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds, including developing programmes with Hereford College of Arts and NMITE (New Model Institute for Technology & Engineering).
- d. We opened the first 2 starter homes as part of our Winter Provision and now have line of sight to creating 21 Fresh Start homes for those wanting to leave and/or avoid the destructive lifestyles of rough sleeping and sofa surfing.
- e. We opened a user-friendly multi-purpose hub in the Merton as part of Winter Provision to make it quick and easy for vulnerable people and those facing eviction to access the help they may need. The feedback of those accessing the hub is now helping us shape its future.
- f. We have established a Board and business plan to make Vennture Enterprises Ltd a significant trading arm generating unrestricted funds to support and enhance our social impact.

2. Exercise influence and promoting systems thinking in local issues

- a. We have grown our relationships with schools and plan to roll out a school-based Prevention Programme across 3 Academy clusters.
- b. Our Lottery funded work has enabled us to put a Prevention focused Community Paradigm at the top of the agenda of local public agencies. Working with HealthWatch, we now have line of sight to a county-wide cross-sector responsive net of care.
- c. We can see a stronger and wider community network and resource to complement the work of statutory agencies in prevention becoming a reality in 2023.
- d. We have enhanced Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams and are progressing a proposition of 'Response Pastors' to prevent the escalation of low-level emotional and mental health issues.

3. Innovate by listening and growing local leaders

- a. We are working with Lloyds Bank Foundation to further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.
- b. We continue to build and develop our Leadership Team.
- c. We recognise the need to establish a structured approach to developing Vennture people, delivery managers and leaders of the future.
- d. We have continued to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s.
- e. We have delivered the Fresh Start proposition in Winter Provision, reshaping thinking about addressing and preventing escalation into homelessness and destructive lifestyles.

4. Redefining volunteering - equipping people appropriate to the task

We recognise that we have yet to realise these goals that we set for 2022:

- a. Utilise our enhanced support team and systems to build our support, volunteer and donor base.
- b. 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.
- c. Grow volunteering so we have 200 volunteers trained in Mental Health First Aid.
- d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
- e. Recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

2021 Impact Summary

Area	Initiative	Volunteers			Beneficiaries	
		Number	Hours	Value	Direct - Helped with specific support	Indirect - Others who benefit
Home Presence	Families First	35	194	£ 9,700	178	278
	Prevent Family Mentoring					
	Youth					
Street Presence	Ambassadors	22	1,150	£ 28,750	72	1,030
	Street Pastors	32	994	£ 24,850	241	630
	Lean on Me	48	720	£ 18,000	36	72
Vennture	Projects	6	499	£ 24,950		
	Buildings - Fresh Start Homeless	3	127	£ 3,175	89	
	Work - Fresh Start Purpose	1	25	£ 1,250	70	
	Trustees	8	448	£ 22,400		
	Total across all initiatives	155	4,157	£133,075	686	2,010
	2020 Comparison	161	5,565	£168,012	1,655	10,668

2021 Commentary

The impact of Covid continued through this year making delivery intermittent. Moving in and out of lockdown made recruitment and delivery challenging.

Home Presence - Through the Lockdowns 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 finding it difficult to deploy volunteer mentors. However, reduced restrictions meant we were able to grow both our delivery capacity and influence.

Street Presence - Lockdowns meant our activity in the night time oscillated while our daytime presence continued to grow. We were able to resume our recruitment and training of Lean on Me Sixth Form volunteers.

2022 Impact Summary

Area	Initiative	Volunteers			Beneficiaries		Monetised
		Number	Hours	Value	Direct Helped with specific support	Indirect Others who benefit	Calculated Savings from research evidence
Home Presence	Families First	6	1,006	£ 28,700	173	278	£ 2,400,000
	Prevent Family Mentoring				10	35	
	Youth						
Fresh start	Volunteer mentors	6	52	£ 1,300			
	Garden & building project	15	1,920	£ 28,800			
	Training		78	£ 1,938			
	Building Better Opportunities BBO				73		£ 243,011
	BBO Community Grant				55		£ 111,008
	Community Renewal Fund				191		£ 509,112
	Winter Provision				71		
Street Presence	Ambassadors	27	1,479	£ 36,975	65	1,040	
	Street Pastors	36	994	£ 35,475	351	590	£ 25,040
	Lean on Me	77	1,456	£ 36,400	36	72	£ 11,268
	Training		1,145	£ 28,625			
Vennture	Projects		391	£ 19,355			
	Buildings - Fresh Start Homeless		118	£ 5,900			
	Development workshops		320	£ 8,000			
	Trustees		669	£ 33,450			
	Total across all initiatives	167	9,628	£264,918	1,025	2,015	£ 3,299,439
	2021 Comparison	155	4,157	£133,075	686	2,010	

Note to the table

An independent evaluation carried out by Rose Regeneration highlighted the Social Return on Investment in our work with individuals was £2.25 for every £1 invested - this has allowed us to indicate the monetised value of the impact of our work with individuals.

2022 Commentary

We have seen a number of notable step-changes from 2021 - a doubling of volunteer hours and a 27% increase in those benefiting directly from the work of the charity.

Home Presence - There was a significant increase in the number of management volunteer hours and an increase in volunteer mentors returning post-Covid.

Fresh Start - Additional funding enabled significant growth and a widening of the scope of Fresh Start as we led the transformation of Winter Provision.

Street Presence - Growth came through extending volunteering opportunities and the need for patrols at more varied times.

2022 Home Presence Initiatives

During 2022 Vennture supported an additional 131 families¹ - 178 parents and 278 children. 82 families benefited from a commissioned service through Herefordshire Council Early Help, and 49 families and 10 young people benefited from Prevention focused programme funded by The National Lottery Community Fund. We were able to extend support to some families with additional funding from The Eveson Trust.

Each family’s needs vary from a single need such as a child with special needs to a combination of multiple needs, many of which are complex or inter-generational. Those referred through the Early Help team tend to be more complex and embedded whereas those referred into the Lottery funded Prevention programme present with simpler earlier stage though no less challenging needs.

Family needs and issue	Percentage of families helped					
	2019	2020	2021	2022		
				Family Mentoring	Vennture Prevent	TOTAL
Parenting	87%	83%	85%	89% ²	88%	91%
Difficulties with their children’s health	60%	70%	64%	83%	84%	85%↑
Children not attending school or at risk of school exclusion	37%	40%	30%	85%↑	57%	63%
Difficulties with the parent’s health	52%	61%	47%	30%	43%	35%↓
Out of work or financial difficulties	60%	43%	36%	30%	24%	28%
Victim of domestic abuse - current or historic	32%	36%	31%	24%	14%	19%↓
Children involved in crime, or anti-social behaviour or risk of exploitation	10%	13%	5%	14%	8%	12%
Alcohol or substance abuse	10%	11%	7%	6%	4%	5%

Supporting parents with their parenting remains the key need. However, in 2022 Vennture has supported significantly more families who have children with special needs and health difficulties. This has meant further developing our team in sharing more specialised approaches. There has been an increase in the family mentoring programme of children who are struggling attending school due to anxiety or neurological differences which has been exasperated by Covid.

Supporting more families with children experiencing special needs or mental health difficulties has meant working with more working, middle-class, professional families experiencing vulnerability. This has meant our team being more flexible in its working to accommodate evening mentoring visits. Regardless, 43% families supported are single parents which is similar to previous years.

¹ Families are supported in a rolling programme so support may be for part of the year

² In 2022, 15% of families supported had children who were physically abusive

Length of support

The 26-week Council funded programme is determined by the requirements of the contract. Three families needed additional support and it was agreed with the Council that they would take a double space.

	% of families	Average weeks support	Average mentoring visits
Completed families	72%	35	28
Families stepped up for Safeguarding and handed on to Social Workers	12%	31	27
Families stepped up for Safeguarding and Vennture stayed supporting	5%	25	24
Families which disengaged	11%	18	11

By contrast, the Lottery funded Vennture Prevent programme gives families the option of longer support – on average families are supported for 36 weeks after 32 mentoring calls. They exit when changes are fully anchored and sustainable. More families in this programme complete their support, and fewer families require referral for Safeguarding assessments.

Overall, the total amount of support by Vennture increased. In 2022 we made 2,234 mentoring home visits and 232 mentoring phone calls due to Covid in a family preventing home visits. In addition, there were over 2,800 support phone calls and emails communicating with other professionals.

Referrals

132³ new referrals were received in 2022 with 85% families accepting support, showing the continued attractiveness of our relational approach. 22 families had continued support from 2022.

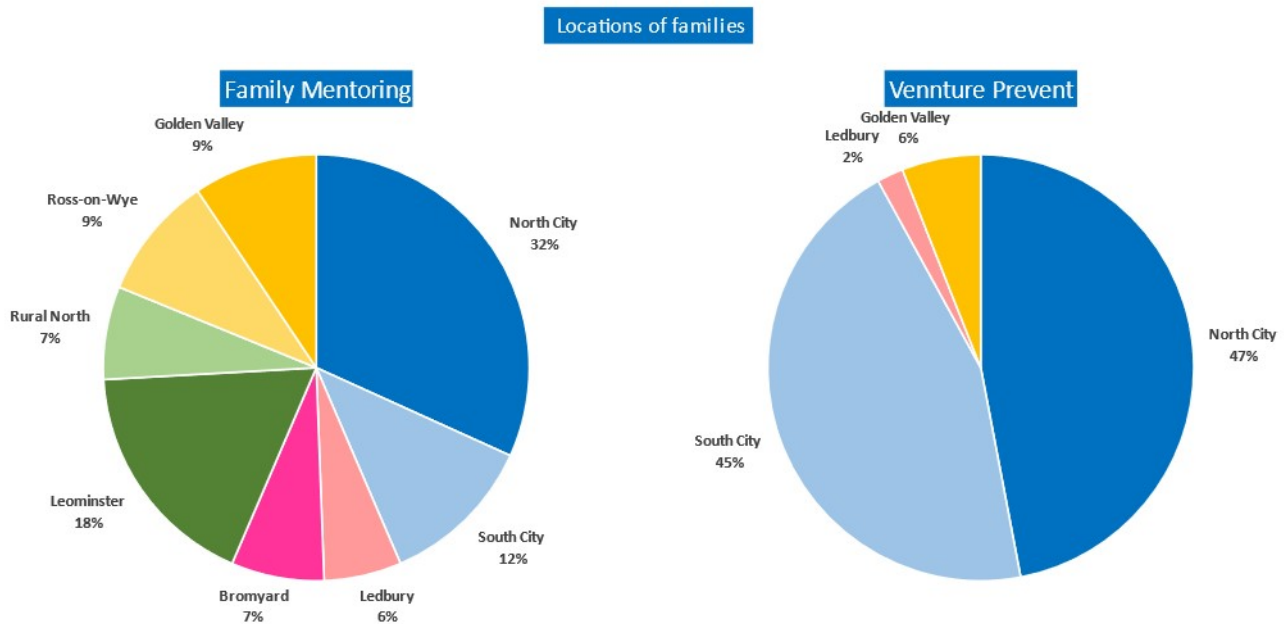
Referrer ⁴ of families supported	Family Mentoring	Vennture Prevent	TOTAL	%
Primary School	21	18	39	30%
Social Workers/Early Help	35	n/a	35	28%
Secondary School	21	12	33	26%
Health (HV, school nurse & GPs)	3	5	8	6%
Self-referrals	n/a	6	6	5%
Health (CLD/CAMHs)	1	n/a	1	1%
Vennture other programmes	n/a	2	2	2%
Other	1	2	3	2%
Nursery/children's centres	0	0	0	0%

³ 8 referrals were not accepted in Vennture Prevent as the level of needs did not meet the criteria of prevention

⁴ Data shows families supported in 2022 including those referred in 2021; it does not include families which did not engage

Location

Vennture continues its county-wide commitment - supporting families in market towns and rural locations as well as Hereford. However, so far, Vennture Prevent has only been introduced to Hereford schools, with a planned county-wide rollout in 2023, subject to funding, to expand the reach of this approach that has proved very popular with schools.



IMPACT

Children

College	Secondary School	Primary School	Pre-School
17	107	132	27
6%	38%	47%	9%

Families

The impact of our whole family mentoring programme is illustrated in the stories below – names and details have been changed to protect anonymity.

A single young mum struggling with her young son: Harriet was living at home with her mother with her five-year-old son Robbie, whose behaviour was very challenging. They had limited space and Robbie had to share a bedroom with mum and he refused to go to sleep without mum being there - rarely going to sleep before 11pm. Harriet felt trapped - both were tired in the morning. Robbie was struggling at school.

The Prevention4family Link Worker helped Harriet to learn new parenting skills tailored to Robbie. They gave her time to take them onboard step by step. They talked through successes and barriers

weekly, and Harriett was encouraged to continue. The weekly visits helped Harriet to persevere and be consistent - especially when Robbie reacted to new approaches. Progress was slow. Mum was tired from being a single mum who needed to work and look after a young child.

Now Robbie is falling asleep earlier, having far fewer meltdowns, is enjoying going into school and has even been praised for his behaviour in breakfast and after school clubs. The Link Worker also liaised with the school for Robbie to have some additional one to one time with the school nurse and to have his special needs assessed.

At exit Harriet said: *"The support from my Link Worker was amazing. It has given me the extra confidence I've needed to make me realise I'm a good parent. Our issues have reduced massively. I know we now have coping strategies in place to deal with each day's challenges as they come."*

A family bringing up a child with special needs: Meg is 13 and lives with her parents and younger brother who is 7. Meg is intelligent but is struggling with friends at school where she becomes emotional; at home she finds it hard to communicate - screaming and lashing out physically at her mother. She has engraved swear words and negative sentences on her bedroom walls and furniture. Her parents are loving and have tried some of the strategies suggested by a counsellor, but nothing appears to be working. They asked for support from Early Help and a Vennture Link Worker.

The Link Worker's initial meetings highlighted different perspectives.

Mum wanted to face things head-on and resolve the conflict. She struggled when Meg was physically abusive and didn't feel supported. Dad preferred to wait until things cooled down to discuss things. Both were frightened that their relationship with each other and their daughter was at risk. Meg was feeling alone, misunderstood and didn't feel her parents were listening. She felt criticized and that her parents were always stressed with the family company.

The Link Worker worked through specialist strategies with parents. Together they developed de-escalation strategies. More importantly the Link Worker allowed them lots of time to reflect and discuss. The Link Worker continued weekly visits and helped the parents to try new things out and adapt things – supporting them through the frequent tough trials.

The Link Worker invested one to one time with both children away from the family home allowing them to talk through their feelings. The Link Worker discussed with parents keeping Meg safe, including being safe on-line and how to encourage Meg to share with them when she had suicidal thoughts. Mum was supported to build a Hope Box with Meg.

At the end of the support, the parents said: *"You have given us so much to consider and it has had a profound effect on the way we look at all four of our lives and how we interact with each other in bad situations and what we take away from the good times too. We have a way to go with Meg, but we definitely feel so much better equipped with it all going forwards..."*

"You have listened, considered and advised us so well. We feel that we've done so much to bring about positive change, and the next step is for Meg to embrace her own way of working in order to enact positive behaviour herself. We can't say thank-you enough."

A family with a teenager struggling to return to school: Fiona and Carl have three teenagers and a two-year-old daughter. They were referred for support as Anna (15) had been struggling to go into school since Lockdown. The thought of going into a busy classroom was overwhelming, although she was maintaining some connection with school by going into the Support Room part time. The Prevention4family Link Worker had one-to-one sessions with both Fiona and Anna over nine months. She helped Fiona increase her confidence in her parenting and be able to put in appropriate boundaries and maintain them. With Anna she worked through coping strategies for her anxiety and safe relationships. She supported her when a relationship breakdown caused Anna to self-harm again and got her back on track at school again.

The Link Worker also worked with Karl (13), who was getting into a lot of trouble with friendship groups at school and in town. This included delivering material for Youth Offending Services as they felt the Link Worker's relationship with Karl would make the work more meaningful. As the Link Worker supported the family over an extended period of time, she was able to observe that Karl has some ADHD traits and when the school's referral was rejected, she phoned CAMHs and evidenced her concerns to get Karl an assessment.

At exit visit mum said: *"You have been great at giving me a second opinion, taking time to help me talk things through and work out a solution, you believed in me – in us – and I have grown in confidence because of it. Mornings are still a 'work in progress' but I feel more confident in my parenting and that I am doing things right".*

Family Feedback

Our goal is to help families help themselves. Family feedback is summed up below:

100% stated Vennture Link Workers and volunteers were approachable.

100% stated Vennture Link Workers understood the challenges that the family were facing.

100% said Vennture Link Workers met their needs effectively – higher than previous years.

100% said they could cope better.

91% said they felt less worried about the future.

77% said they were clearer about the life they wanted for their family and how to achieve this – lower than previous years.

Feedback from parents:

Single mother: *"I know how to help the children with their feelings now - what to say and how to be there for them. I am confident now because I am confident what I am doing is right. Having someone to check in with and tell me what I'm doing is right has really helped."*

Mum of teenager with autism: *"I now try and keep calm and not fly of the handle. I have learnt not to react in the heat of the moment and give each other space."*

Stepdad: *"The stuff you recommended on 'love languages' really opened my eyes."*

Dad: *"The strategies have helped us to parent better, we are arguing less and we shout less."*

Mum: *“I actually like my husband again!! Seriously, you have helped us learn good ways to communicate and resolve any conflict we have in a healthy way. We understand one another better and what we need.”*

Parents of a large, blended family: *“In every way you have been helpful - I now give the children one to one time and am able to be firmer without giving in. You have listened to me and helped me know I'm not going crazy.”*

Mum who has experienced domestic abuse: *“The Link Worker has given me the nudge I needed and the confidence to speak to other mums, start the gym and the Freedom course. She has made me a lot calmer about everything.”*

Feedback from children:

Child with special needs: *“It's quieter at home now. I sleep in my own room now. I have more freedom and mum lets me go out now.”*

Teenager who was struggling with anxiety: *“I am downstairs and being with my sister and mum more. I'm eating downstairs and keeping dinner and teatime at the same time each day.”*

10-year-old: *“Thank-you for helping me and my mum for these months - it really has helped us like quite a bit.”*

Teenager struggling with mental health: *“My feelings have lightened up - my mood has boosted, and I feel sure I can speak my mind.”*

Fresh Start initiatives - *Fresh Homes...Fresh Purpose...Fresh Connections* 2022 Funding Strands

Building Better Opportunities, £108,005

The fifth and final year of funding ends on 31/03/2023. There will be no further extensions due to European Social Funding ending and there being no 'gap' funding to bridge between BBO and the UK Government's replacement, the Shared Prosperity Fund.

Landau Community Grants, £49,337

We delivered three Community Grant projects during 2022. These projects ran alongside our other funded projects and were complementary, allowing us to mentor individuals over a longer period. This funding ended on 31/12/22.

Community Renewal Fund, £226,272

Working as a sub-contractor to HVOSS to deliver a post-Covid community-based support package enabled us to greatly expand the Fresh Start team and reach a greater number of individuals. This funding ended on 31/12/22.

Homeless Link, project funding carried forward from 2021

Used up to 31/03/22 to support those that were temporarily housed as part of 'Covid Everyone In'.

Night Shelter Transformation, £210,722

This project drew together funding from 9 different sources to deliver Winter Provision through a transformed approach, putting those facing homelessness in the lead and making rough sleeping rare brief, infrequent and non-reoccurring.

Funding has allowed us to build our capability as well as capacity. To meet growing trends in individuals presenting with complex needs all our team members have now completed Mental Health level 3 to build our Fresh Start Team's resilience and enhance their mentoring tool kit.

Yellow Form Innovation

In 2022, we pioneered an innovative Yellow Form referral process to offer help to those individuals with needs that make them vulnerable but fall beneath the threshold for any statutory interventions.

Most Yellow Form referrals received have a mix of needs regarding mental health, financial troubles, and physical health issues. Some have drug and alcohol issues mixed in. Some have previous offending backgrounds preventing them from making progress – often low-level offending with no support. Some are moving between sofa surfing and in and out of emergency accommodation.

1. Most needs originate in common life experiences – relationship breakdown and/or family fractures, job loss, bereavement, family crisis. Less than half of the needs originate in adverse childhood experiences.
2. Many needs escalate or spiral downwards because of lost connections – family, friends, life-purpose, sense of place.
3. Needs have accumulated or are accumulating over time and become embedded in lifestyle choices that amplify their needs to the point where they become blue light calls.
4. In many instances, needs grow over time as individuals are pin-balled between different services – not deemed to be meeting 'thresholds' or 'service criteria'.
5. Those being referred from Health have health issues originating from non-medical causes.

Response

The Vennture Yellow Form response has no thresholds; it is based on 3 key principles:

1. **Relational** – in practice this means a person who is there on the end of a phone and meets them face-to-face weekly to review progress, set outcomes and agree baby steps.
2. **Timely and easily accessed** – a phone call or a simple referral form – all our office team know how to take referrals and respond positively.
3. **Persistent** – we stick with people consistent with our mission to Love People Better.

Support

In December, we were undertaking circa 150 face-to-face meetings each week. Our face-to-face support is outcome driven – the important difference is that the person being supported sets the outcomes rather than any referrer or service or commissioner. The focus is to build trust and address root causes. It is rooted in a structured mentoring approach. On average we travel with people for 4 months – in some instances longer. Once a relationship is established, it sustains beyond the support, so people often call in if they hit a future ‘bump in the road’.

Fresh Start Referrals – excluding Night Shelter

Our increased capacity resulted in an increase in referrals to our Fresh Start team to 319 from 140 in 2021.

Month	Total Referrals	Male	Female	Other
January	12	7	5	
February	35	24	11	
March	18	12	6	
April	11	9	2	
May	32	17	15	
June	28	13	14	1
July	27	14	13	
August	39	21	17	1
September	40	17	21	2
October	43	33	10	
November	24	15	9	
December	10	8	2	
Total	319	190	125	4

As our community reach has increased this year, we have seen a subsequent increase in self-referrals through “word of mouth”. The following tables show the sources and age profiles of referrals

Referral Sources	Total	%
Self	96	30
Crisis Team	25	8
Housing	21	6.5
Street Ambassadors	32	10
Mental Health Team	15	5
Probation	12	4
Social Prescribers	12	4
Adult Social Care	12	4
Churches	6	2
Council	1	0
Schools	2	0
Living Room	5	1.5
CAB	2	0.6

DWP	22	7
MIND	5	1.5
Care Leaver Team	2	0.6
Redspark Learning	1	0.3
Cart Shed	4	1.2
Turning Point	3	1
Foodbanks	11	3
Police	16	5
Family Pastor Team	11	3
REED Partnership	2	0.6
Prison	1	0.3
Totals	319	100

Age Profile of referrals	Total	%
Under 20	18	5
20 to 30	78	24.5
30 to 40	82	26
40 to 50	63	20
50 plus	78	24.5
Totals	319	100

Safeguarding

The team continues to identify significant Adult Safeguarding concerns in the course of their day-to-day activity, supported and escalated appropriately. Vennture has played a leading role in making sure the most vulnerable adults receive the support that they need and protecting individuals at risk of harm.

Our mentoring approach seeks to help individuals break the cycle of avoidable patterns of behaviour to increase their quality of life and life chances. In addition, we bring together partners to maximise support around the individual to reduce their risk and harm. Finally, we seek to collate anonymised individual data to identify trends and co-ordinate alternative approaches to better support individuals and system-wide initiatives.

Our *Breaking the Cycle* initiative seeks to prevent premature deaths.

Our *BRAVE* initiative seeks to Build Resilience Against Endemic Vulnerabilities.

Impact

Community Renewal Fund

Vennture mentored 136 individuals during this time resulting in the following outcomes:

- 99 Assessment Stars completed
- 129 engaged in life skills
- 5 accessing benefits
- 12 Community Events arranged
- 1 qualification achieved
- 1 entering volunteering

- 1 entering education and training
- 10 engaged in job search activity
- 7 starting employment

The independent evaluation by Rose Regeneration highlighted the Social Return on Investment in this project was £2.25 for every £1 invested. The Government specifies (in relation to cost benefit analysis, which is a useful starting point for a consideration of value for money) that an achievement of 1 is acceptable and anything over 2 is deemed to be good.

Building Better Opportunities - BBO

Our BBO funded Link Workers have worked tirelessly to maximise participant numbers and outcomes by working collaboratively with the other funded projects and ensuring that individuals get further support once they have exited the BBO project.

BBO has supported **73** individuals, with **21** entering employment and education and **6** engaged in job-searching activities.

Community Grant Projects

We received three Community Grants this year which enabled us to recruit and retain Link Workers to deliver extended mentoring to a wider group of individuals. In total we supported **55** individuals, resulting in **7** entering education and training and **2** starting employment.

We used some of this funding to enable us to extend our group mentoring opportunities by increasing the number of Garden Club sessions and starting up a new Art Club group.

Partnership working and feedback from Landau, who coordinate this funding, has been very effective and they have appreciated the work and difference the projects have made to those furthest from the jobs market. These projects are now closed, and no further funding is available.

Case Studies (initials changed)

1. **P was referred** due to frequent presentations at A&E driven by prescription drug and alcohol misuse that eventually led to an inpatient detox and Crisis Team involvement.

P, who is in their 20's and had a partner and children, failed to engage with Turning Point effectively – partly due to lack of one-to-one support available at that time. Over time P then became homeless – drifting in and out of different accommodation and eventually using the Winter Night Shelter when sofa surfing options were exhausted.

After the **A&E Yellow Form referral**, the Vennture Link Worker came alongside them resulting in:

1. P's mental health improving gradually – so their self-care returned.
2. Exploring options with the Housing Solutions Team – an option P was unaware of.
3. Building connections with other sources of daily support such as the Living Room.
4. Helping P to re-engage with their family and rebuilding positive support networks.

Outcome: P has now returned to the family home and is taking their responsibilities and commitments seriously. P is no longer using drink or drugs and is now in full-time employment. There have been no further A&E presentations.

2. **T was referred** after repeated A&E attendance. T was perceived to be presenting due to their perceived lack of suitable housing and its impact on their mental health.

After the **Crisis Team Yellow Form referral**, the Vennture Link Worker came alongside them, developed a detailed holistic understanding of their situation and established their real needs and concerns, even though they were deemed to be in acceptable accommodation. The Link Worker then supported T in approaching Housing Solutions and registering on Home Point, crucially providing medical evidence to open housing options.

Outcome: T is now re-housed and reporting much improved mental health. T has also signed up for online learning at degree level and there have been no further A&E presentations

3. F was known to the Community Policing Team and the Ambulance Service due to their vulnerability and repeated blue light calls arising from their mental and physical health needs. After the **Family Member Yellow Form referral**, the Link Worker came alongside them whilst an inpatient in hospital. They established that they were living alone and not coping and turning to alcohol which only exacerbated their needs. The Link Worker then established that they were a victim of financial abuse by 'friends' whom they often relied on for shopping and 'keeping them company'.

The Link Worker supported the Adult Social Care Social Worker with discharge back to F's home. The Link Worker supported F with essential shopping and pet care whilst in hospital. The Link Worker then arranged multi-agency meetings to ensure all were involved in F's discharge plan and on-going care arrangements including facilitating vital liaison with concerned family members.

Outcome: The individual is now living back at home and being supported in relocating to be nearer to their family who will be able to offer them more appropriate support

4. D was known to all blue light services for frequent attempts to take their own life. They had had a caring family and highly paid responsible job. After the **Vennture Street Team Yellow Form referral**, the Link Worker came alongside D and established the accumulated multiple causes of their tendencies to suicidal and anti-social behaviour: alcohol dependency led to relationship breakdown led to homelessness led to loss of job led to financial difficulties led to accumulated anti-social behaviour led to prison.

The Link Worker walked alongside D for more than 12 months supporting them through the courts and prison, and slowly rebuilding the practical elements of regaining financial independence – establishing a bank account, helping them access pension savings, securing a deposit for a flat and helping them regain employment, and mediating family relationships.

Outcome: D is now employed in their old profession, well-paid and off benefits, living in their own flat and – though still fragile at times – free of their tendencies to suicide and anti-social behaviour. D continues the relationship with their Link Worker, as a stabilising relationship.

5. G was a person of disability with a care and support plan. Sadly, there are no care agencies with staff to work with them. An adopted child, as an adult G became disabled through a vicious assault

over ten years ago. Struggling with their disability, they got into patterns of antisocial behaviour and thus coming to the attention of the police.

After the **Police Problem Solving Team Yellow Form** referral, the Link Worker came alongside G and established a history of others 'ducking in and out' with different bits of well-meaning support. This demeaned G and robbed them of their confidence to the point they were fearful of leaving their home. Understanding the situation, the Link Worker secured a volunteer to provide support and build their confidence to leave their flat and go out again.

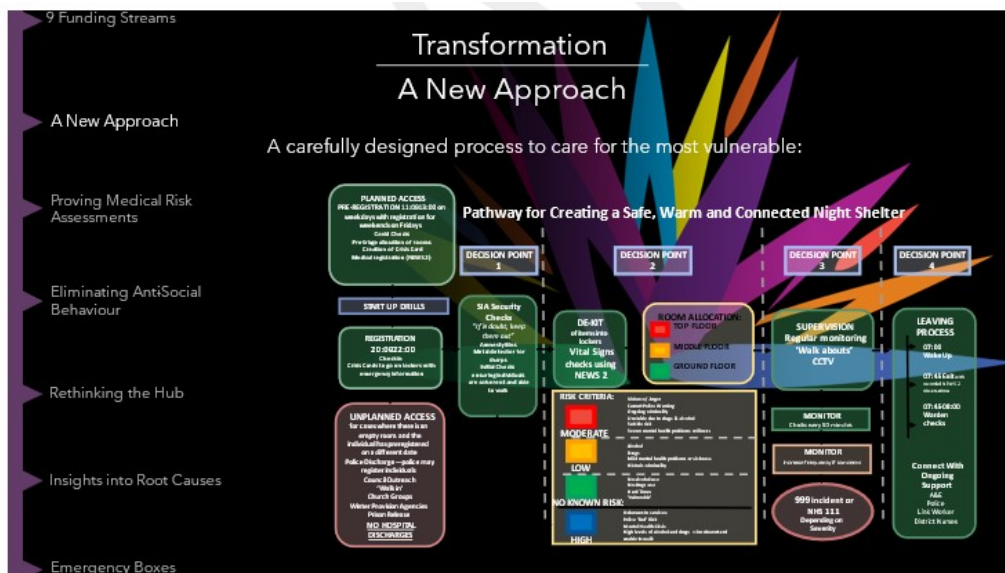
Outcome: G now goes out regularly and has begun a regular volunteer job. G's confidence has returned. G has just started dating.

Night Shelter Transformation

This year we secured funding from DLUCH (Department for Levelling Up, Housing and Communities) Night Shelter Transformation to deliver Winter Provision as part of our determination to end rough sleeping and sofasurfing in Herefordshire. Building on our previous work putting those at risk of rough sleeping or sofa surfing in the lead, we delivered 7 elements to transform the experience of those presenting as homeless.

Putting the person in the lead

1. **A whole new approach** was based on a process to create safe, secure, and warm spaces. The process was designed with medical triage, mental health, and risk management specialists.



For the first year those working in the hub and emergency accommodation were recruited through a Safer Recruitment and Selection Process. All those involved also undertook specialist training in managing high-level medical and mental health risks related to drugs and alcohol. Special procedures were developed to support those identified as being at risk of death and everyone was trained in the use of CPR and the use of an on-site AED.

Another element of our process was to meet physical needs differently. Rather than corral those facing homelessness into a single food provider, food choices were given to promote dignity. Food and drink were provided through the Living Room Café, Rocket Café and Hope City Church Café. Greggs Vouchers also gained positive feedback from supported individuals, in that they could buy food when they were hungry and pay – being recognised as a member of the community and not judged.

Finally, a key part of the transformation was to move away from dormitory-style shared rooms. We managed 7 safe, warm rooms for single occupancy that were actively warded, following clear, Safe and Well check procedures. The approach was attractive to the most vulnerable who accessed and received support which in previous years they had avoided.

2. A welcoming hub shaped and assessed individual needs so they could be met. The hub provided wrap-around support across over 450 sessions, each of which has included link workers and medical assessors. The daily morning check-in created a daily routine where individuals could feel respected and supported.

The hub is more than just a check-in and check-up – it's the starting point for a support package that helps individuals with complex needs out of destructive lifestyles and into accommodation, employment and independent living.

We have hosted several services in the hub: drugs and alcohol support; district nurses; opticians; bereavement counsellors; mental health professionals; housing providers and hairdressers. In addition, we can pull in specific support for individuals where need demands, for example, utilizing our relationship with the Police, Probation, or IOM to arrange support at the hub.

3. High quality 'Park Bench Support'. For those choosing to stay out we sourced 'fit for purpose' quality kit to insure people were safe and warm. Regardless of their choice to be out, our Link Workers continued to do Safe and Well checks – encouraging them to take up offers of support.

Thinking before the event

4. Recognising medical risk and need led to individuals accessing much needed medical help. Proven Alcohol & Drugs medical assessments were followed including taking 10 Basic Observations including objective drugs & alcohol testing and history taking. The daily, friendly, supportive approach built trust, and employed nudge theory resulted in 20 of 72 individuals accessing medical help.

5. Keeping everyone safe and secure by a pro-active approach to risk management resulted in an elimination of anti-social behaviour most appreciated by the most vulnerable in their feedback and even noticed by city centre businesses and the Police. For the first year there were no blue light calls to the night shelter. Working closely with the Police also led to much more positive outcomes for those being released from prison.

Employing local door staff to support our check-in process prevented drugs, alcohol and weapons being smuggled into our accommodation so everyone was safe and our wardens could concentrate on caring for people rather than managing behaviour.

6. Harvesting data helped to better understand individuals and their specific needs as can be seen in the impact data. The majority of those registering in the hub have been able to build a relationship with

our team of Link Workers, who have been able to better understand each individual's personal story and the root causes leading to their condition and circumstance.

Pooled budgets

7. Bringing together 9 funding streams enabled us to deliver the ambitious transformation plan.

Impact

Feedback from hub users has been overwhelmingly positive; with the space feeling safe and dignified.

To date, we have had 71 individuals through the door – 57 men and 14 women: 13 under 25's; 26 aged 26-35; 23 aged 36-55; 9 over 56-years-old.

Needs profile:

- 17 individuals have been involved in domestic violence.
- 30 have significant criminal histories, which include violence, sexual crime, and drug involvement.
- 56 disclosed suffering from mental health problems, which include suicide attempts and self-harm.
- 40 have reported drug use, with Cannabis being the main disclosed drug. The drug tests offered found that the drugs individuals thought they had taken were often not what they appeared to be.
- 35 reported having alcohol-related addiction/issues.

The Main Reasons for Homelessness: Although homelessness is often caused by a multitude of factors, the overwhelming surface-level reason for homelessness is relationship breakdown.

What our Individuals say about the transformation

"It really helps employing strong staff who have open mindedness, there feels like there is so little judgement."

"Craig and David were absolutely awesome... Vennture made me feel at home and I appreciated the health checks. My blood pressure was way over the scale, but I thank them for taking the time to do this, really beautiful people."

"The hard work and help and advice that I have received from each of my support workers, Dom, Isla and Dean has quite frankly been lifesaving. Each one offering genuine from the heart step-by-step guidance and encouragement."

"When and if any other previous parties have attempted to work with me, they have all made classic errors, they have tried to fit me into their boxes and systems, totally failed to identify me as a person... Annemarie's approach is very different, she sees me and recognized the way I reacted to things was because of the failure in other parties to listen and treat me as someone who is able to clearly articulate."

2022 Street Presence

Vennture Enterprise Ltd’s purchase of the Merton has led to Street Presence moving from St Peter’s Church Hall and offices and into what we hope is a more permanent home – the fifth location for Street over the years – in December 2022. The Street Presence team currently share the space with the Winter Provision team as they develop the space into a longer-term hub for other purposes.

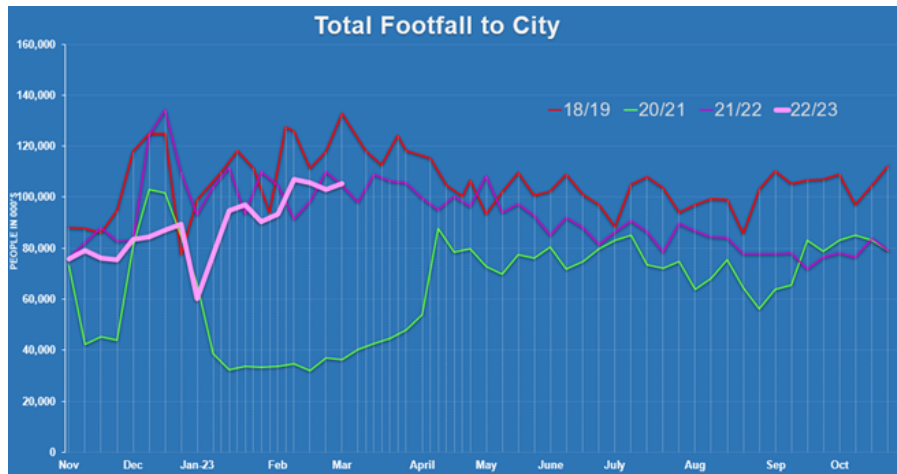
The Street Presence Lead has been able to reintroduce an ongoing training programme coming out of Covid with refresher training for existing Street Pastors and new courses for others – Domestic & Sexual Violence, Dementia Awareness, Suicide Prevention and CCTV training. Joint training also took place between the Street Pastors and Lean on Me leaders.

The team organised a second survey of the Perception and Realities of Safety on the Streets of Hereford, which was instrumental in securing funding from West Mercia Police with Safer Streets III finishing and then Safer Streets IV starting in the summer. This funding has also brought about significant investment in CCTV across a wider area of Hereford – widening the scope of ‘patrolable’ areas. Our new team vehicles were adapted and equipped to become mobile medical vehicles, known locally across all sectors as our ‘Donkeys’.

There was a period in the summer of just over a month when Ambassadors and Lean on Me teams were involved in finding 3 different missing people in separate incidents.

Street Pastors

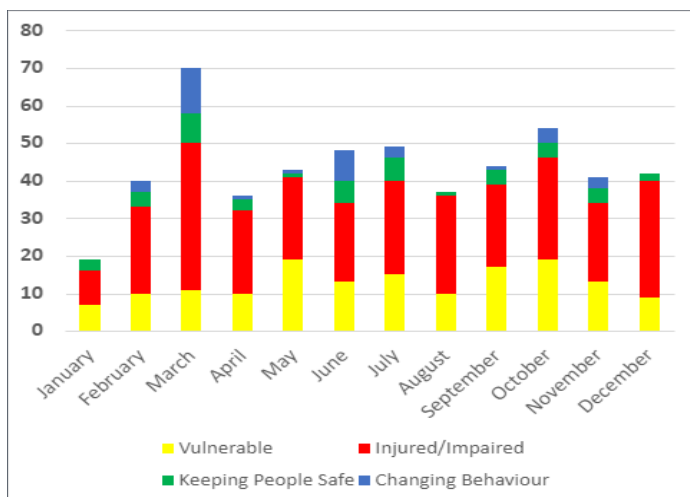
Before Covid, one of our partners in the Night-time Economy used to be able to predict the numbers of individuals who would be in a particular area or location at any given time of an evening. That has all changed. Changes in entertainment as a result of lockdown and the impact of the cost-of-living crisis have resulted in the present generation of young people now drinking in larger quantities before coming out in the evenings and coming out in lower numbers



People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
		Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	
351	77	623	111	55	237	161	134	590

Impact

This year a member of the public, who saw a team clearing broken glass, thanked them profusely; they shared how sadly they lost their partner when he contracted sepsis after treading on broken glass. In 2021, post-Covid, teams re-commenced at night times in May and the numbers of incidents generally increased until November. In 2022 the pattern of incidents was different



Engagements	
Isolated/Alone	54
Lost/Left Group	12
Upset	41
Vulnerable	94
Can't Get Home	10
Injured	56
Subject of Predator	2
Possible Predator	1
Intoxicated	236
Possible Drug Use	20
Homeless	16
Physical Altercation	21
Suspicious Behaviour	4
Suicidal	2
Victim of Crime	3
Protected	98
Reunited	65
Thank you's received	437

“I would like to say thank you to the Street Pastors who looked after my child who has epilepsy. They don't normally drink, and I think they weren't prepared for the effect of the alcohol. They were mortified the following day. I want to let those Pastors know how thankful I am that they called me and without any judgement stayed and looked after S. They were so kind to both of us and I am so grateful.”

Ambassadors

The Ambassador team evolved a lot through 2022.

Our daytime patrols worked closely with the Fresh Start team and the Police to identify and make sure those presenting on the streets as homeless received support.

Our Ambassador volunteers deployed on Christmas late night shopping and World Cup evenings, where they acted as a reassuring presence and a listening ear to those experiencing difficult times.

Ambassador ‘Mallard’ Patrols took place during August to October in response to a series of sexual assaults taking place around the Hereford Riverbanks. These patrols from 8pm to 12midnight, on foot and in one of two fully kitted out First Aid vehicles – ‘Donkeys’ - provided a reassuring presence along the River Wye and Hereford’s green areas.

People Helped	Teams Out	Clearing			Handed Out			Agency Interactions	Conversations
		Bottles	Broken Glass	Litter	Blankets	Water	Lollipops		
65	183	469	74	1513	3	16	21	587	1040

Impact

Interventions	
Triage	23
Directions	100
Upset	7
Vulnerable	54
Young and Irresponsible	1
Injured	6
Missing Person	2
Informed CCTV	32
Intoxicated	5
Possible Drug Use	2
Homeless	25
Advice	35
Suspicious Behaviour	15
Suicidal	2
Who are Ambassadors	130
Thank you's received	297



Local residents were also thankful for the twilight patrols as rumours, a vigilante, and the local news reporting raised community anxiety. Beyond reassuring the public, patrols also found themselves dealing with a number of challenging incidents.

“Last night I was on a Mallard patrol when police alerted us to a missing person. Ten minutes after our team search started, we found them. This person was soaking wet, inebriated and had just managed to pull herself out of the River Wye. We were able to provide her with a blanket, flip flops and warmth in our van and then a lift to A&E after we made police aware - there would have been a 2+ hour wait for an ambulance otherwise. It’s amazing how often we pray as teams, and God has us in the right place at the right time for someone.”

This is one of several missing people that teams have located working with the Police, CCTV and retail and venue security. Another Mallard Patrol found a dog walker who had passed out and become hyperthermic. It was his dog who alerted the team to his presence.

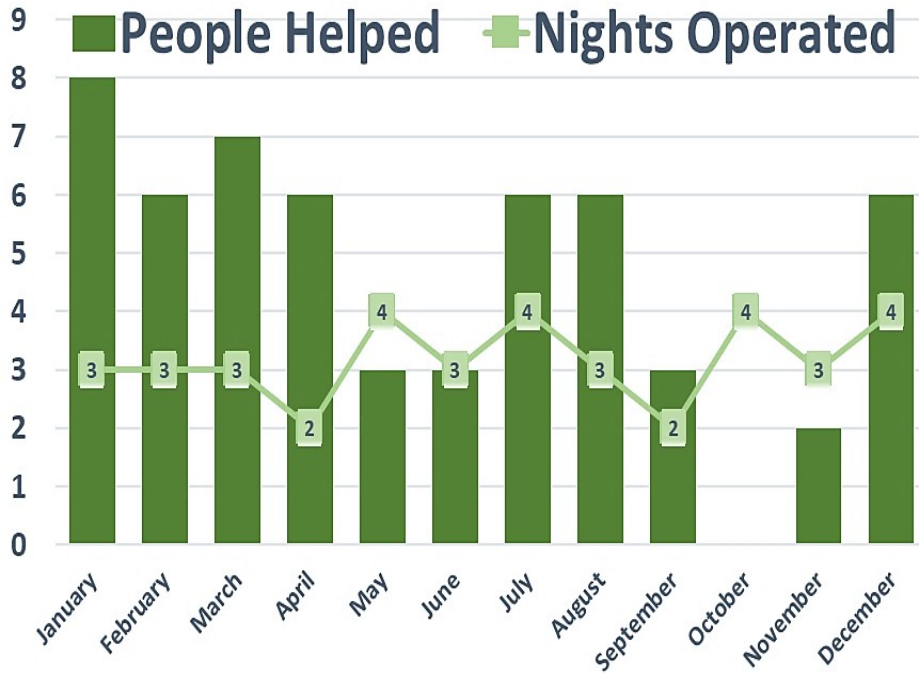
Lean on Me

Over 40 Sixth Form students graduated through Lean on Me as Covid led to the amalgamation of two cohorts of students together. The Graduation evening provided an evening of celebration, with local dignitaries joining the parents of students in acknowledging all that had been achieved during the difficult Covid years for the students involved.

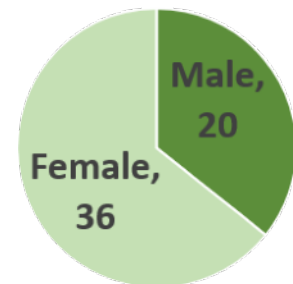
JB Gill, who was in the band JLS, joined the production team of Songs of Praise for a day’s filming of Lean on Me students and team members at Vicarage Road, highlighting the role of the volunteers in assisting those in need in the Night Time Economy.

People Helped	Nights Operated	Impacts			Support Given				Average Time Invested
		Ambulances saved	A&E Admissions saved	Police Custody saved	Supervised Recovery	First Aid	Safe Place	Emotional Support	
56	38	43	35	4	33	7	28	11	1 hour 21 minutes

43 ambulances were saved (£12,556 saving according to Kings Fund data from 2019/2020 - £292 per ambulance cost of patient taken to A&E by ambulance) and 35 A&E admissions were saved throughout the year



Assessment	
Alcohol	36
Drugs	5
Mental Health	15
Head Injury	3
Environment	9
Epilepsy	1
Stroke	1
Diabetic	4



Personal stories

“Within her three and a half hours’ stay, a woman brought to Lean on Me by Street Pastors divulged for the first time the domestic abuse she was suffering from at home. Vennture put her up in a safe place overnight and, thanks to our partnerships with other agencies, an arrest was made and she was able to reach the professional support that was needed.”

“My highlight was someone talking about how comfortable they felt in our presence when helping them out after having a bit too much to drink and losing their possessions. They said they didn’t know what they would have done without us and that made me proud to be part of the team that helps so many people, no matter how big or small the incident.”

2023 Vennture's core objectives

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

- a. Further develop our mentoring programme with struggling families to increase our support to the local approach to Early Help.
- b. Build on the learning from the Lottery funded Prevent Programme to establish our leadership in county-wide school-based prevention.
- c. Deliver 'Good Together' to build a volunteer base of 200 17-25-year-olds, including developing programmes with Hereford College of Arts and NMITE.
- d. Deliver the accommodation-based triage as a new key pathway to make rough sleeping and sofa surfing rare, brief, infrequent and non-reoccurring as a further development of our multi-purpose hub.
- e. Deliver first 5 of 20 NEW starter homes as part of our Fresh Start offer for families seeking a fresh start.
- f. Build Vennture Enterprises to generate unrestricted funds to enhance our social impact.

2. Exercise influence and promoting systems thinking in local issues

- a. Become the first choice in 5 school clusters for prevention work with children and young people to keep children engaged in mainstream education.
- b. Work collaboratively to build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.
- c. Deliver 'response pastors' as a key element in a community prevention network complementing the work of statutory agencies.
- d. Enhance and invest in Vennture's community-based Link Worker and Mental Health First Aid trained Street Presence teams to prevent the escalation of low-level emotional and mental health issues.

3. Innovate by listening and growing local leaders

- a. Further strengthen our systems and processes of governance to maintain our agility as we grow and diversify further.
- b. Recruit with succession planning in mind.
- c. Deliver a legacy project focused on a structure approach to developing Vennture people, delivery managers and leaders of the future.
- d. Continue to reduce the average age of our employee and volunteer base and target potential leaders in their 20s and 30s.
- e. Deliver the Fresh Start proposition to end rough sleeping and sofa surfing and preventing escalation into destructive lifestyles.

4. Redefining volunteering – equipping people appropriate to the task

- a. Utilise our enhanced support team and systems to build our support, volunteer and donor base.
- b. 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.
- c. Grow volunteering relevance in our core programmes so we have 200 volunteers trained in Mental Health First Aid.
- d. Re-establish and grow our Family Pastor volunteers as vital to our Home Presence team.
- e. Recruit a dedicated volunteer and training manager to increase the number of our volunteers and enhance their experience.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and group for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company and group will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company and group's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

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

.....
Reverend Simon Tarlton - Trustee

Opinion

We have audited the financial statements of Herefordshire Vennture (the 'charitable company' and group) for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company and group's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company and group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company and group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Emphasis of matter relating to going concern

During the period ended 31 December 2022 the Trading Company only has a overdrawn balance sheet position of £65,881.

Please refer to note 1 accounting policies - going concern to highlight how the company is addressing the overdrawn position. If these actions were to prove to be unsuccessful, this may indicate that a material uncertainty exists and may cast doubt on the Company's ability to continue as a going concern.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company and group has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company and group for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company and group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company and group or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the Charity and Company itself and the sector in which it operates.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- Making enquiries of management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- Assessing the design effectiveness of the controls in place to prevent and detect fraud;
- Assessing the risk of management override including identifying and testing journal entries;
- Challenging the assumptions and judgements made by management in its significant accounting estimates.

Whilst our audit did not identify any significant matters relating to the detection of irregularities including fraud, and despite the audit being planned and conducted in accordance with ISAs (UK), there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity would likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

Use of our report

This report is made solely to the charitable company and group's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company and group's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the group and the charitable company and group's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Thorne Widgey Accountancy Ltd
Chartered Accountants
Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
2 Wyevale Business Park
Kings Acre
Hereford
Herefordshire
HR4 7BS

Date:

Herefordshire Vennture

Consolidated Statement of Financial Activities
for the Year Ended 31 December 2022

	Notes	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	536,834	25,867	562,701	556,992
Charitable activities					
Helping families, young people and individuals	5	200,491	1,071,259	1,271,750	1,422,631
Other trading activities	3	40	4,620	4,660	-
Investment income	4	30	17	47	-
Other income		<u>1,659</u>	<u>101</u>	<u>1,760</u>	<u>3,817</u>
Total		<u>739,054</u>	<u>1,101,864</u>	<u>1,840,918</u>	<u>1,983,440</u>
EXPENDITURE ON					
Charitable activities					
Helping families, young people and individuals	6	<u>332,098</u>	<u>817,981</u>	<u>1,150,079</u>	<u>895,239</u>
NET INCOME					
Transfers between funds	18	<u>406,956</u> <u>142,265</u>	<u>283,883</u> <u>(142,265)</u>	<u>690,839</u> <u>-</u>	<u>1,088,201</u> <u>-</u>
Net movement in funds		549,221	141,618	690,839	1,088,201
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>506,189</u>	<u>993,649</u>	<u>1,499,838</u>	<u>411,637</u>
TOTAL FUNDS CARRIED FORWARD		<u>1,055,410</u>	<u>1,135,267</u>	<u>2,190,677</u>	<u>1,499,838</u>

Herefordshire Vennture

Charity and Consolidated Balance Sheet
31 December 2022

	Notes	Group		Charity	
		31.12.22 £	31.12.21 £	31.12.22 £	31.12.21 £
FIXED ASSETS					
Tangible assets	12	1,538,444	742,543	859,460	742,543
CURRENT ASSETS					
Debtors	13	360,549	201,405	1,092,404	201,405
Cash at bank and in hand		<u>394,785</u>	<u>686,509</u>	<u>385,067</u>	<u>686,509</u>
		755,334	887,914	1,477,471	887,914
CREDITORS					
Amounts falling due within one year	14	<u>(78,101)</u>	<u>(105,619)</u>	<u>(55,373)</u>	<u>(105,619)</u>
NET CURRENT ASSETS		<u>677,233</u>	<u>782,295</u>	<u>1,422,098</u>	<u>782,295</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		2,215,677	1,524,838	2,281,558	1,524,838
CREDITORS					
Amounts falling due after more than one year	15	<u>(25,000)</u>	<u>(25,000)</u>	<u>(25,000)</u>	<u>(25,000)</u>
NET ASSETS		<u>2,190,677</u>	<u>1,499,838</u>	<u>2,256,558</u>	<u>1,499,838</u>
FUNDS	18				
Unrestricted funds		1,121,291	506,189	1,121,297	506,189
Restricted funds		1,135,267	993,649	1,135,261	993,649
Non-Charitable trading funds		<u>(65,881)</u>			
TOTAL FUNDS		<u>2,190,677</u>	<u>1,499,838</u>	<u>2,256,558</u>	<u>1,499,838</u>

The charitable company and group is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company and group 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 and group 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 and group.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

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

.....
Reverend Simon Tarlton - Trustee

Herefordshire Vennture

Consolidated Cash Flow Statement
for the Year Ended 31 December 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	<u>539,031</u>	<u>1,007,851</u>
Net cash (used in)/provided by operating activities		<u>539,031</u>	<u>1,007,851</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(830,802)	(745,905)
Interest received		<u>47</u>	<u>-</u>
Net cash used in investing activities		<u>(830,755)</u>	<u>(745,905)</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		<u>686,509</u>	<u>424,563</u>
Cash and cash equivalents at the end of the reporting period		<u>394,785</u>	<u>686,509</u>

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 December 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES		
	31.12.22	31.12.21
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	690,839	1,088,201
Adjustments for:		
Depreciation charges	34,902	17,134
Interest received	(47)	-
(Increase) in debtors	(159,144)	(188,293)
Increase / (decrease) in creditors	<u>(27,518)</u>	<u>90,809</u>
Net cash provided by operations	<u>539,032</u>	<u>1,007,851</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank and in hand	<u>686,509</u>	<u>(291,724)</u>	<u>394,785</u>
	<u>686,509</u>	<u>(291,724)</u>	<u>394,785</u>
Debt			
Debts falling due after 1 year	<u>(25,000)</u>	-	<u>(25,000)</u>
	<u>(25,000)</u>	-	<u>(25,000)</u>
Total	<u>661,509</u>	<u>(291,724)</u>	<u>369,785</u>

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company and group, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

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

The trustees assess whether the use of going concern is appropriate i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The board will continue to monitor and review the activities and provide strong and clear governance.

At this time and for the foreseeable future, the Directors of Vennture Enterprises Ltd believe that the company is a going concern and that the negative balance sheet at the year-end was due to the start up situation. Directors are reliant on the continued support of Herefordshire Vennture Ltd (parent company) and have considered its future budgets and forecasts within the going concern assessment. Vennture Enterprises Ltd will be promoting its services to increase income and ensure careful management of costs to reduce or eliminate future losses.

Income

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

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 charitable company and group 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.

Expenditure

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

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.

1. ACCOUNTING POLICIES - continued

Charitable activities

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
Freehold Property	2% per annum straight line
Building Improvements	5% per annum straight line
Motor Vehicles	20% 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 and group operates a defined contribution pension scheme. Contributions payable to the charitable company and group's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors

Trade and other debtors are recognised at the settlement amount due after any discounts offered. Prepayments are valued at the amounts prepaid net of any discounts due.

Creditors and provisions

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

Fixed asset & current investments

Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Cash and bank and in hand

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

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
Donations	504,183	24,496	528,679	555,508
Gift aid	<u>32,651</u>	<u>1,371</u>	<u>34,022</u>	<u>1,484</u>
	<u>536,834</u>	<u>25,867</u>	<u>562,701</u>	<u>556,992</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
Room hire	<u>40</u>	<u>4,620</u>	<u>4,660</u>	<u>-</u>

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
Deposit account interest	<u>30</u>	<u>17</u>	<u>47</u>	<u>-</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.22 Helping families, young people and individuals £	31.12.21 Total activities £
Grants	1,268,600	1,408,316
Training services provided	<u>3,150</u>	<u>14,315</u>
	<u>1,271,750</u>	<u>1,422,631</u>

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

	31.12.22 £	31.12.21 £
Mr Willats Charity	-	1,876
E F Bulmer Benevolent Fund	-	4,000
The Eveson Charitable Trust	74,999	750,001
West Mercia Police & Crime Commissioner	-	105,543
Building Better Opportunities	108,004	87,304
Herefordshire Council	469,908	222,733
Hereford Cathedral	<u>30,000</u>	<u>32,312</u>
Carried forward	682,911	1,203,769

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	31.12.22	31.12.21
	£	£
Brought forward	682,911	1,203,769
Hereford Mind		
	-	3,000
TNL Community Fund	166,615	172,667
Herefordshire Community Foundation	4,000	1,000
West Mercia Police and Crime Commissioner Exchequer Services	116,051	-
Landau Ltd	49,337	24,000
St James Church	-	3,080
Discretionary Grant Fund	-	800
Hereford Round Table	1,038	-
Lloyds Bank Foundation	27,250	-
Gannett Trust	2,348	-
Almshouse Charity	165,000	-
Gorsley Baptist Church	500	-
NIHR	2,300	-
The Jerusalem Trust	1,250	-
Benefact Trust	30,000	-
Herefordshire Community Safety Partnership	20,000	-
	<u>1,268,600</u>	<u>1,408,316</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 7) £	Totals £
Helping families, young people and individuals	<u>881,563</u>	<u>268,516</u>	<u>1,150,079</u>

7. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
Helping families, young people and individuals	<u>31,069</u>	<u>30,925</u>	<u>194,552</u>	<u>11,970</u>	<u>268,516</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.22	31.12.21
	£	£
Depreciation - owned assets	34,902	17,135
Auditors' remuneration	15,508	5,700
Operating lease payments	<u>17,026</u>	<u>5,416</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 nor for the year ended 31 December 2021.

10. STAFF COSTS

GROUP	31.12.22	31.12.21
	£	£
Wages and salaries	740,069	600,260
Social security costs	56,712	43,066
Other pension costs	<u>13,954</u>	<u>11,308</u>
	<u>810,735</u>	<u>654,634</u>
CHARITY	31.12.22	31.12.21
	£	£
Wages and salaries	691,644	600,260
Social security costs	56,257	43,066
Other pension costs	<u>13,832</u>	<u>11,308</u>
	761,733	654,634
	31.12.22	31.12.21
	<u>40</u>	<u>38</u>

The average monthly number of employees during the year was as follows:

The full-time equivalent number of staff was 27.60 (2021: 23.90).

Total key management personnel benefits amounted to £284,787 (2021: £239,799).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	542,412	14,580	556,992
Charitable activities			
Helping families, young people and individuals	43,598	1,379,033	1,422,631
Other income	<u>3,817</u>	-	<u>3,817</u>
Total	<u>589,827</u>	<u>1,393,613</u>	<u>1,983,440</u>
EXPENDITURE ON			
Charitable activities			
Helping families, young people and individuals	<u>261,918</u>	<u>633,321</u>	<u>895,239</u>
NET INCOME	327,909	760,292	1,088,201
Transfers between funds	<u>57,066</u>	<u>(57,066)</u>	-
Net movement in funds	384,975	703,226	1,088,201
RECONCILIATION OF FUNDS			
Total funds brought forward	121,213	290,424	411,637

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued				
	Unrestricted funds £	Restricted funds £	Total funds £	
TOTAL FUNDS CARRIED FORWARD	<u>506,188</u>	<u>993,650</u>	<u>1,499,838</u>	
12. TANGIBLE FIXED ASSETS				
GROUP	Freehold property £	Assets Under Construction £	Improvement to property £	
COST				
At 1 January 2022	655,550	-	72,314	
Additions	<u>622,434</u>	<u>62,748</u>	<u>63,367</u>	
At 31 December 2022	<u>1,277,984</u>	<u>62,748</u>	<u>135,681</u>	
DEPRECIATION				
At 1 January 2022	6,863	-	3,616	
Charge for year	<u>16,087</u>	<u>-</u>	<u>6,314</u>	
At 31 December 2022	<u>19,974</u>	<u>-</u>	<u>9,930</u>	
NET BOOK VALUE				
At 31 December 2022	<u>1,255,034</u>	<u>62,748</u>	<u>125,751</u>	
At 31 December 2021	<u>648,687</u>	<u>-</u>	<u>68,698</u>	
	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2022	9,870	2,499	58,363	798,596
Additions	<u>70,214</u>	<u>-</u>	<u>12,039</u>	<u>830,802</u>
At 31 December 2022	<u>80,084</u>	<u>2,499</u>	<u>70,402</u>	<u>1,629,398</u>
DEPRECIATION				
At 1 January 2022	1,729	458	43,387	56,053
Charge for year	<u>3,617</u>	<u>500</u>	<u>8,383</u>	<u>34,901</u>
At 31 December 2022	<u>5,346</u>	<u>958</u>	<u>51,770</u>	<u>90,954</u>
NET BOOK VALUE				
At 31 December 2022	<u>74,738</u>	<u>1,541</u>	<u>18,633</u>	<u>1,538,444</u>
At 31 December 2021	<u>8,141</u>	<u>2,041</u>	<u>14,976</u>	<u>742,543</u>

Assets under construction include costs involved in various surveys and professional fees in preparation for planning and application of planning for Flats to be built at 26 Vicarage Road.

Herefordshire Vennture

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.22	31.12.21
CHARITY		
	£	£
Trade debtors	224,250	159,259
Amounts owed by group undertakings	861,252	-
Other debtors	-	22,065
Prepayments	<u>6,902</u>	<u>20,081</u>
	<u>1,092,404</u>	<u>201,405</u>

Of the £861,252 due to Herefordshire Vennture, £790,100 consists of a loan which has been paid to Vennture enterprises in respect of the purchase of the Merton Hotel.

GROUP	31.12.22	31.12.21
	£	£
Trade debtors	224,250	159,259
Other debtors	129,397	22,065
Prepayments	<u>6,902</u>	<u>20,081</u>
	360,549	201,405

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.22	31.12.21
CHARITY		
	£	£
Trade creditors	25,146	38,632
Social security and other taxes	16,179	13,623
Accruals and deferred income	<u>14,048</u>	<u>53,364</u>
	<u>55,373</u>	<u>105,619</u>

GROUP	31.12.22	31.12.21
	£	£
Trade creditors	44,336	38,632
Social security and other taxes	16,179	13,623
Other Creditors	3,538	-
Accruals and deferred income	<u>14,048</u>	<u>53,364</u>
	<u>78,101</u>	<u>105,619</u>

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	31.12.22	31.12.21
CHARITY & GROUP		
	£	£
Other loans (see note 16)	<u>25,000</u>	<u>25,000</u>

The zero interest loan of £25,000 has had no repayments made in the year. Balance remains at £25,000.

16. LOANS		
An analysis of the maturity of loans is given below:		
CHARITY & GROUP	31.12.22	31.12.21
	£	£
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>25,000</u>	<u>25,000</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
Fixed assets	776,190	762,254	1,538,444	742,543
Current assets	393,721	361,613	755,334	887,914
Current liabilities	(89,495)	11,394	(78,101)	(105,619)
Long term liabilities	(25,000)	-	(25,000)	(25,000)
	<u>1,055,416</u>	<u>1,135,261</u>	<u>2,190,677</u>	<u>1,499,838</u>

18. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
Non-charitable trading subsidiary	-	(65,881)	-	(65,881)
General fund	220,961	(226,339)	160,920	155,542
Raising Future Investment	235	-	-	235
Vennture Homes	<u>284,993</u>	<u>699,182</u>	<u>(18,655)</u>	<u>965,520</u>
	506,189	406,962	142,265	1,055,416
Restricted funds				
Street Pastors	(886)	(7,705)	-	(8,591)
Lean on Me	3,341	(6,952)	-	(3,611)
Family Pastors	25,773	37,445	(14,949)	48,269
Hereford Ambassadors	24,608	24,131	(6,369)	42,370
Leominster Ambassadors	285	1,000	-	1,285
Building Better Opportunities	(4,273)	24,350	(16,338)	3,739
Youth	5,916	-	-	5,916
PREVENTION4FAMILIES	105,986	871	(13,657)	93,200
Housed Homeless	25,571	(13,313)	(11,610)	648
Discretionary Grant Fund	4,007	(3,398)	-	609
26 Vicarage Road	742,344	(42,515)	-	699,829
Landau Community Prevention	6,582	3,246	(9,828)	-
Police Community Safer Streets	54,395	3,942	(12,671)	45,666
Community Renewal (HVOSS)	-	43,784	(43,784)	-
Fresh Start	-	(1,443)	1,443	-
Response Pastors	-	30,000	-	30,000
Winter Provision	-	168,352	(5,202)	163,150
Hereford vulnerability prevention	-	19,897	(9,000)	10,897
NIHR	-	2,185	(300)	1,885
	<u>993,649</u>	<u>283,877</u>	<u>(142,265)</u>	<u>1,135,261</u>
TOTAL FUNDS	<u>1,499,838</u>	<u>690,839</u>	<u>-</u>	<u>2,190,677</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Non-charitable trading subsidiary	13,113	(78,994)	(65,881)
General fund	77,127	(303,466)	(226,339)
Vennture Homes	<u>661,898</u>	<u>37,284</u>	<u>699,182</u>
	752,138	(345,176)	406,962
Restricted funds			
Street Pastors	2,718	(10,423)	(7,705)
Lean on Me	2,927	(9,879)	(6,952)
Family Pastors	153,925	(116,480)	37,445
Hereford Ambassadors	31,067	(6,936)	24,131
Leominster Ambassadors	1,000	-	1,000
Building Better Opportunities	108,035	(83,685)	24,350
Youth	947	(947)	-
PREVENTION4FAMILIES	145,482	(144,611)	871
Housed Homeless	1,352	(14,665)	(13,313)
Discretionary Grant Fund	3,337	(6,735)	(3,398)
26 Vicarage Road	3,870	(46,385)	(42,515)
Landau Community Prevention	49,338	(46,092)	3,246
Police Community Safer Streets	116,050	(112,108)	3,942
Community Renewal (HVOSS)	226,273	(182,489)	43,784
Fresh Start	100	(1,543)	(1,443)
Response Pastors	30,000	-	30,000
Winter Provision	202,142	(33,790)	168,352
Hereford vulnerability prevention	21,000	(1,103)	19,897
NIHR	<u>2,300</u>	<u>(115)</u>	<u>2,185</u>
	<u>1,101,863</u>	<u>(817,986)</u>	<u>283,877</u>
TOTAL FUNDS	<u>1,854,001</u>	<u>(1,163,162)</u>	<u>690,839</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.21 £
Unrestricted funds				
General fund	111,211	(137,316)	247,066	220,961
Raising Future Investment	10,002	(9,767)	-	235
Vennture Homes	-	474,993	(190,000)	284,993
	121,213	327,910	57,066	506,189
Restricted funds				
Street Pastors	807	(1,693)	-	(886)
Lean on Me	7,124	(3,783)	-	3,341
Family Pastors	38,382	(10,209)	(2,400)	25,773
Hereford Ambassadors	14,777	16,200	(6,369)	24,608
Leominster Ambassadors	285	-	-	285
Building Better Opportunities	6,826	195	(11,294)	(4,273)
Youth	6,178	(262)	-	5,916
COVID-19 Response	17,374	(18,191)	817	-
PREVENTION4FAMILIES	106,712	18,448	(19,174)	105,986
Housed Homeless	91,959	(62,830)	(3,558)	25,571
Discretionary Grant Fund	-	4,007	-	4,007
26 Vicarage Road	-	742,344	-	742,344
Landau Community Prevention	-	9,144	(2,562)	6,582
Police Community Safer Streets	-	66,921	(12,526)	54,395
	290,424	760,291	(57,066)	993,649
TOTAL FUNDS	<u>411,637</u>	<u>1,088,201</u>	<u>-</u>	<u>1,499,838</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

18. 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	89,827	(227,143)	(137,316)
Raising Future Investment	-	(9,767)	(9,767)
Vennture Homes	<u>500,000</u>	<u>(25,007)</u>	<u>474,993</u>
	589,827	(261,917)	327,910
Restricted funds			
Street Pastors	4,632	(6,325)	(1,693)
Lean on Me	14,955	(18,738)	(3,783)
Family Pastors	103,179	(113,388)	(10,209)
Hereford Ambassadors	37,186	(20,986)	16,200
Building Better Opportunities	87,306	(87,111)	195
Youth	1,200	(1,462)	(262)
COVID-19 Response	2	(18,193)	(18,191)
PREVENTION4FAMILIES	171,467	(153,019)	18,448
Housed Homeless	99,342	(162,172)	(62,830)
Discretionary Grant Fund	4,800	(793)	4,007
26 Vicarage Road	750,000	(7,656)	742,344
Landau Community Prevention	24,000	(14,856)	9,144
Police Community Safer Streets	<u>95,544</u>	<u>(28,623)</u>	<u>66,921</u>
	<u>1,393,613</u>	<u>(633,322)</u>	<u>760,291</u>
TOTAL FUNDS	<u><u>1,983,440</u></u>	<u><u>(895,239)</u></u>	<u><u>1,088,201</u></u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 December 2022

18. MOVEMENT IN FUNDS - continued

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

	At 1.1.21 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
Non-charitable trading subsidiary	-	(65,881)		(65,881)
General fund	111,211	(363,655)	407,986	155,542
Raising Future Investment	10,002	(9,767)	-	235
Vennture Homes	-	<u>1,174,175</u>	<u>(208,655)</u>	<u>965,520</u>
	121,213	734,872	199,331	1,055,416
Restricted funds				
Street Pastors	807	(9,398)	-	(8,591)
Lean on Me	7,124	(10,735)	-	(3,611)
Family Pastors	38,382	27,236	(17,349)	48,269
Hereford Ambassadors	14,777	40,331	(12,738)	42,370
Leominster Ambassadors	285	1,000	-	1,285
Building Better Opportunities	6,826	24,545	(27,632)	3,739
Youth	6,178	(262)	-	5,916
COVID-19 Response	17,374	(18,191)	817	-
PREVENTION4FAMILIES	106,712	19,319	(32,831)	93,200
Housed Homeless	91,959	(76,143)	(15,168)	648
Discretionary Grant Fund	-	609	-	609
26 Vicarage Road	-	699,829	-	699,829
Landau Community Prevention	-	12,390	(12,390)	-
Police Community Safer Streets	-	70,863	(25,197)	45,666
Community Renewal (HVOSS)	-	43,784	(43,784)	-
Fresh Start	-	(1,443)	1,443	-
Response Pastors	-	30,000	-	30,000
Winter Provision	-	168,352	(5,202)	163,150
Hereford vulnerability prevention	-	19,897	(9,000)	10,897
NIHR	-	<u>2,185</u>	<u>(300)</u>	<u>1,885</u>
	<u>290,424</u>	<u>1,044,168</u>	<u>(199,331)</u>	<u>1,135,261</u>
TOTAL FUNDS	<u>411,637</u>	<u>1,779,040</u>	<u>-</u>	<u>2,190,677</u>

18. 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			
Non-charitable trading subsidiary	13,113	(78,994)	(65,881)
General fund	166,954	(530,609)	(363,655)
Raising Future Investment	-	(9,767)	(9,767)
Vennture Homes	<u>1,161,898</u>	<u>12,277</u>	<u>1,174,175</u>
	1,341,965	(607,093)	734,872
Restricted funds			
Street Pastors	7,350	(16,748)	(9,398)
Lean on Me	17,882	(28,617)	(10,735)
Family Pastors	257,104	(229,868)	27,236
Hereford Ambassadors	68,253	(27,922)	40,331
Leominster Ambassadors	1,000	-	1,000
Building Better Opportunities	195,341	(170,796)	24,545
Youth	2,147	(2,409)	(262)
COVID-19 Response	2	(18,193)	(18,191)
PREVENTION4FAMILIES	316,949	(297,630)	19,319
Housed Homeless	100,694	(176,837)	(76,143)
Discretionary Grant Fund	8,137	(7,528)	609
26 Vicarage Road	753,870	(54,041)	699,829
Landau Community Prevention	73,338	(60,948)	12,390
Police Community Safer Streets	211,594	(140,731)	70,863
Community Renewal (HVOSS)	226,273	(182,489)	43,784
Fresh Start	100	(1,543)	(1,443)
Response Pastors	30,000	-	30,000
Winter Provision	202,142	(33,790)	168,352
Hereford vulnerability prevention	21,000	(1,103)	19,897
NIHR	<u>2,300</u>	<u>(115)</u>	<u>2,185</u>
	<u>2,495,476</u>	<u>(1,451,308)</u>	<u>1,044,168</u>
TOTAL FUNDS	<u>3,837,441</u>	<u>(2,058,401)</u>	<u>1,779,040</u>

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.

18. MOVEMENT IN FUNDS - continued

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.

Vennture Homes Fund

Vennture homes fund is a large donation from 2 donors who wish to remain anonymous. The funds are to be used for investments for charitable purposes.

Landau

Landau funds are received as part of community grants. In respect of homeless prevention and pre-employment support.

West Mercia Police & Crime Commissioner Services

Funds received are for the improvement of the safety of public places for all. Home, Office and safer streets.

Community Renewal (HVOSS)

Funding received from Hereford council via HVOSS part of the Community Renewal fund to provide mentoring to individuals in the county.

Fresh Start

Mentoring for individuals in the county.

Response Pastors

Part of Fresh start providing mentoring for individuals in the county.

Winter Provision

Funding received from Hereford Council, Hereford City council, CSP, DULHC plus others to provide Winter provision (accommodation and mentoring) for the homeless November 2022-March 2023.

Hereford Vulnerability Prevention

Funding received from the National Lottery with the aim to develop a county wide web of care for £3000 vulnerable people in Herefordshire. Will increase understanding of vulnerability amongst the local community and look to establish new community based early action and prevention initiatives.

NIHR

National Institute for Health and Care research. Funding given for the Research ready communities programme. To promote the community champion opportunity, host workshops and carry out community action plan.

19. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £4,680 (2021: £4,680).

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 Trustees. During the year lease payments were made to St. Barnabas amounting to £Nil (2021: £4,590). There are no outstanding amounts at the year end (2021: £Nil).