

2024



Herefordshire Vennture

Consolidated Report & Financial Statements

At 31st December 2024

A Company Limited by Guarantee

INCLUDING SOCIAL IMPACT REPORT

VENNTURE TRUSTEES

HEREFORDSHIRE VENNTURE 26 VICARAGE ROAD HEREFORD HR1 2QN
REGISTERED CHARITY NO: 1156851 AND COMPANY LIMITED BY GUARANTEE 08803798

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REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08803798 (England and Wales)

Registered Charity number
1156851

Registered office
Vennture
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Hereford
HR1 2QN

Herefordshire Vennture Trustees

Rev Lady J Lisvane
A Butterfill
Rev S J D Tarlton
Paul Ballard (Appointed 25 March 2024)
Col Hugh Bodington (Appointed 27 March 2024)
D Hider (Resigned 25 March 2024)
S M Sully (Resigned 10 June 2024)

Vennture Enterprises Directors

Hugh Pattison-Appleton
John Upperton
Chris Milton
Rev Lady J Lisvane
Robert Thomas

Key Management Personnel

Robert Thomas
Melina Hempshall
Julia Over
Sam Pardoe
Hilary Thomas
Imogen Abbott

Chartered Accountants and Statutory Auditors

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Solicitors

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REPORT OF THE TRUSTEES

**REPORT OF THE TRUSTEES
STRUCTURE, GOVERNANCE AND MANAGEMENT
CHARITABLE OBJECTS & ACTIVITIES
FINANCIAL REVIEW
CORE OBJECTIVES**

1. REPORT OF THE TRUSTEES

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Chair's report

Overview

Since Vennture's earliest days each year's annual report has reflected extraordinary year on year growth. It's pleasing to report the continued breadth and depth of Vennture's activities through 2024. I pay tribute, with enormous gratitude, to the continuing generosity of our donors and funders, the hard work of our employed team and our incredible volunteers.

It's inspiring to consider the difference our teams make each week – especially in the lives of many who find themselves in unexpected crisis with no one else to turn to. It is a perennial feature of the reactions and feedback we receive from those we walk alongside that the thing that made the greatest difference to them was the way in which Vennture People never let them down and remained at their side no matter what. Loving People Better is powerful and works in practice.

Impact

Vennture's Christian belief in the essential goodness and limitless potential of everyone, irrespective of circumstances, is the factor that changes so many lives and eradicates hopelessness. In 2024, Vennture's work has been made ever more demanding and ever more necessary by the twin scourges of the ongoing cost-of-living crisis and the lack of meaningful improvement in struggling local agencies. In this context, Vennture's extraordinary resilience, professionalism and deep sense of family has helped us clear hurdle after hurdle travelling with people to a better place.

In 2024 Vennture came alongside and mentored 158 struggling families - 308 parents and 372 children, and 164 individuals with tangled needs: most in desperately challenging circumstances; many on the edge of family/relationship breakdown; some facing eviction or coming out of homelessness. Meanwhile, our Street Presence teams expanded the hours of our uniformed street presence in Hereford, Ross and Leominster to make their streets even safer; they attended 276 incidents; they assisted over 1,200 people and saved 80 calls to blue light services. Vennture Enterprises, which this year has seen the strengthening of its board, provided emergency accommodation to 28 families including 30 children and 48 individuals.

Focus

Prevention continues to be the priority of our work. To this end through 2024 we invested in expanding our capability and capacity in: supporting military families; reducing street vulnerability; addressing parental conflict; coming alongside prison leavers to break reoffending cycles and equipping our sixth form volunteers to support those in crisis on the street. Investing in accredited *Protective Behaviours* training for all our employed team has further strengthened our team's capability to hold and manage risk safely and support people and families holistically.

In 2024 we continued to bring 'thought leadership' in prevention to address social challenges amplified in rural contexts. Harnessing community to bring about change is at the forefront of Government rhetoric, so we will be looking to further influence local and national policymakers to address rural inequalities in delivering children's services, health, housing and criminal justice.

Funding

We are grateful for ongoing financial support from The Eveson Trust, The Ludlow Trust, The Hereford Cathedral Almshouse Charity, Lloyds Bank Foundation and so many local donors. The steady flow of small donations – often given sacrificially – is an incredible encouragement. Supporters, volunteers, and donors appreciate the impact of our relational approach in helping the most vulnerable.

Our increased revenues reflect the increased number of families and individuals we support though public agencies paying in arrears continues to necessitate a CAF working capital loan. Our team continues to work hard to diversify our income to spread risk including expanding Vennture Enterprises. Mindful of sector-wide pressures that in 2024 led to the demise of too many small and large good-causes, as Trustees, we continue to be diligent.

In anticipation of the changing funding landscape, in 2024 we became the ‘Lead Provider’ in a collaboration with other local charities. The collaboration’s goal is to enable other smaller, locality-focused charities to access funding through Vennture to make local delivery effective. The collaboration aids our ability to participate in contract-based, co-development and co-delivery with influential statutory partners – national as well as local.

Purpose

As a charity, we are differentiated by our motivation. We serve a moral rather than political or professional or institutional imperative. Often this places us at odds with others as we seek to put children and families first in all we do – especially in upholding the highest standards in Safeguarding and Safe Working.

Underpinning all Vennture’s work is a rock-solid understanding that we do none of the work before us by our strength alone. As a charity firmly rooted in it’s Christian origins, we continue to live and work by a set of principles and morals that are informed and instructed by the example of Jesus – of love for all and dependence upon the good and loving purposes of God.

Part of Vennture’s mission is to make Herefordshire a place where family and community really mean something. I am particularly pleased that Vennture continues to maintain its identity as a family – remembering no family is perfect. A family built on wholesomeness can be a wonderful place to learn about love, forgiveness and belonging.

It remains 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.

Simon Tarlton – Chair of Trustees

2. 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 with the Charity Commission under number 1156851 and with Companies House under number 08803798. The charity 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 and others holding positions of significant influence.

In December 2021, a trading subsidiary was formed: Vennture Enterprises Limited, Company Registration Number 13794131. The trading subsidiary has its own separate Board of Directors, accountable to The Vennture Trustees.

Both organisations financial year is the calendar year: 1st January to 31st December.

Organisational Structure

The employed management team conducts day-to-day operations and provides progress reports to bi-monthly Trustee meetings. 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 and actions logged. Trustees receive budget proposals in November for the following year in accordance with a defined annual business planning process. Trustees sign-off audited accounts for the previous year in March for publication in April.

Trustees are allocated according to their skill set to support each area of the charity's operations:

- Chair
- Finance
- Safeguarding and Safe working
- Home Presence – family mentoring
- Street Presence
- Fresh Start – individual mentoring

Each Trustee maintains an on-going conversation with their relevant programme lead. This approach emerged from our 2023 review of Governance completed as part of our work with Lloyds Bank Foundation, in the light of our continuing growth and complexity.

In addition, The Trustees maintain a healthy monthly dialogue with the Board of The Charity's wholly owned trading entity, Vennture Enterprises Limited, which is managing and growing a property portfolio to generate unrestricted funds for the Charity.

Recruitment and Training of Trustees

Trustees are recruited based on a skills matrix that is reviewed annually. All trustees are recruited through a safer recruitment process in accordance with the charity's memorandum and articles.

Trustees undertake a formal induction including reading all of the charities policies and undertaking safeguarding training.

Related and connected parties

The charity has a subcontracting arrangement with Herefordshire Home-Start and The CLD Trust.

Setting Pay for Management and Senior Positions

All job roles are graded on the basis of the role's responsibilities and complexity, experience level required, and any relevant certifications or education requirements. Salaries are determined by the job grading as set in a Pay Ladder defining salary scales. The Pay Ladder is reviewed as part of the annual budgeting process.

The Salary Scales set in The Pay Ladder are based on market research to understand average salaries for similar roles in our sector and location, cost of living in the area, and company budget. We seek to create a competitive salary range that attracts qualified candidates while aligning with your company's financial capabilities and values.

Fundraising Policy

Vennture is committed to the following principles in all fundraising efforts:

1. **Ethical Standards:** All fundraising activities will adhere to ethical fundraising practices and comply with legal and regulatory requirements.
2. **Transparency:** Donors will receive clear, accurate information about how their funds will be used.
3. **Accountability:** Funds raised will be used efficiently and responsibly to advance the Vennture's mission.
4. **Respect for Donors:** Donors' rights, privacy, and intentions will be respected at all times.

Fundraising may be conducted through the following means:

1. **Individual Donations:** Seeking contributions from individuals through direct appeals, online giving platforms, and fundraising events.
2. **Corporate Sponsorships:** Partnering with businesses for financial or in-kind support.
3. **Grants and Foundations:** Applying for funding from governmental and non-governmental organisations.
4. **Events and Campaigns:** Organising events, peer-to-peer fundraising, and awareness campaigns.
5. **Sales:** Selling products/training with proceeds supporting the Vennture's work.

Vennture follows the key practices:

1. All funds raised are used in alignment with the Vennture's mission and donor intent.
2. Restricted funds are used for the specific purpose designated by the donor.
3. Financial records are maintained to track the allocation and impact of funds.
4. Donors are acknowledged promptly and appropriately and donors' requests for anonymity are honoured.
5. Regular reports on fundraising efforts and impact are made available to stakeholders.
6. Vennture does not engage in deceptive or coercive fundraising tactics.
7. Personal data of donors is protected in accordance with data privacy laws.
8. Conflicts of interest in fundraising activities are identified and managed.
9. Fundraising activities will comply with all relevant laws, tax regulations, and industry standards.
10. Regular audits and reviews are conducted to assess fundraising performance and compliance.

Risk management

Our values shape the principles that shape our approach to risk:

Faith – we act with ambition: Expecting great things; Attempting great things.'

Love – we are willing to 'Give our All' and always put 'People in the lead'

Endeavour – we work hard to 'Risk on Purpose Safely'.

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 mitigations updated quarterly. A full review of the Risk Register is undertaken annually as part of the business planning process.

External experts are engaged annually to review key risk areas such as Safeguarding, Health & Safety, GDPR and communications.

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

Practical risk: Safeguarding and Safe working risks are managed through two Designated Safeguarding Leads (DSL) – one for adults, one for children. Each DSL is paired with a trustee with whom they maintain an on-going dialogue. We have a robust whistleblowing policy and log all breaches in our operating policies and protocols.

Reputational risk: We recognise that we are trusted to hold significant risks in supporting those with a complex tangle of needs, who we often meet in times of crisis. We operate with an open and transparent learning culture; we engage in regular scenario planning and have a well-thought through crisis plan.

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.

3. CHARITABLE OBJECTS AND ACTIVITIES

Legacy

Out of respect for John and Emelia Venn, who founded the charity in 1856 to prevent families entering the workhouse, our defined objects and activities reflect their vision and ideals. They are clearly stated in our Memorandum and Articles.

Objects 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.”*

The Objects and Activities translate into Vennture’s Strategic Intent, which defines Vennture’s Mission, Vision, Core values, processes, intelligences and skills.

Mission

Our mission is to ‘Love people better’:

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 always as safe as possible for all.

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.

Vision

Our vision is about 'People helping People' and 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 Expertees.
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.

Core Values

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

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.

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.

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.

Core Processes

Our core processes are the things that every Vennture person aspires to excel in:

- Seeing complex issues through simple outcome frameworks easily understood by all.
- Defining the line between what Vennture does and statutory agencies do
- “Coming alongside”, “Travelling with” and “Securing an outcome” with individuals.
- Developing knowledge, skills and experiences to excel in outcome delivery.
- Finding solutions – beyond meeting short-term need - removing long-term root causes.

Core intelligences

Our core intelligences encompass the knowledge that every Vennture person seeks applied experience in:

- The small steps that make a big difference – especially to vulnerable people.
- Walking in others’ shoes – from vulnerable people to professional leaders.
- Threat assessment, risk mapping and the development of mitigation strategies.
- Working alongside other agencies – either strategically or operationally.
- Making a difference by always reflecting and learning from each experience.

Core skills

Our core skills are the competencies that every Vennture person learns to excel in:

- The skills and drills that underpin working safely and ensure safe outcomes for children, young people, vulnerable adults and those families and/or individuals who present with tangled needs.
- Journey mapping and planning to see people holistically their needs, motivations and risks.
- Establishing rapport.
- Data capture and recording.
- Showing attention to detail.

4. FINANCIAL REVIEW

Overview

Income for the year amounted to £1,367,898 (2023: £857,759), an increase of 59% on the prior year.

Expenditure on Charitable Activities was £1,214,283 (2023:£1,112,559), a rise of 9%.

The balance of unrestricted and designated funds carried forward is £1,187,157 (2023: 982,307), whilst the balance of restricted funds is £834,743(2023: £895,285).

At the year end the level of free reserves was £2,021,900 (2023:£1,877,592)

Reserves

Held in tangible assets	£826,139
Held in investment property	£937,000
Held in net assets	(£174,910)
Cash reserves	£433,671
TOTAL RESERVES	£2,021,900

The total value of free reserves at the year end was £137,327 (2023: £168,340), being the total value of unrestricted and designated funds, less those held in tangible assets and investment property.

Priorities

Trustees remain committed to seizing the opportunity of further growth in Vennture’s impact and the 10 Priorities they have identified to build Vennture’s financial resilience:

1. Robust monthly cashflow forecasting, monitoring and management – including modelling scenarios as we increase the value of contracts and 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 through a quarter-by-quarter campaign plan making greater use of the tools within our eTapestry CRM (customer relationship management).
4. Nurture donations from high-net-worth individuals through developing specific projects to attract investment from identified networks.
5. Create local business sponsorships to enhance contributions to specific programmes that benefit local employers.
6. Secure relationships with Trusts willing to make regular grants to core costs.
7. Acquire further assets through Vennture Enterprises Ltd that generate income towards our unrestricted reserves.
8. Be open to explore merging with local charities with strong balance sheets.
9. Develop social enterprise propositions under Vennture Enterprises Ltd to generate unrestricted income.
10. Sell our leadership's time.

Investment policy

Vennture's Trustees and Leadership will act with prudence in the stewardship of the charity's assets. Vennture must maintain reserves in accordance with its reserves policy and as specified in each year's annual accounts considering specific contract liabilities at the time of audit. Investments must be approved by the Trustee Board and comply with ethical and financial guidelines.

Reserves policy

Vennture's policy is to hold 6 months' unrestricted CASH reserves based on its forecast costs. Based on 2025 Business Plan, 6 months CASH reserves are calculated as follows:

Herefordshire Council 3 month in arrears	= £ 60,000
Cash required to cover 6 months of 2025	
£620,000 unfunded forecast delivery costs	= £310,000
£485,000 forecast overheads	
not covered from restricted income	= £240,000
TOTAL cash required equating to 6 months reserves	= £610,000

Going Concern

The Trustees are confident that the charity is a going concern.

£433,674 of unrestricted cash reserves at 31 December 2024 equates to 4 months reserves vs a target of 6 months.

The Charity goes into 2025 with confirmed income for 2025 of £1,237,494 against budgeted expenditure of £1,528,441.

The Charity has a clear, well-resourced plan to continue to further diversify and increase its income in 2025 and build its unrestricted reserves. As shown in the table below.

2025 growth and diversification plan

SOURCE	2020		2021		2022		2023		2024		2025 Target	
	£	%	£	%	£	%	£	%	£	%	£	%
Grants	£ 468,094	59%	£ 447,099	23%	£ 685,482	37%	£ 353,726	41%	£ 332,309	29%	£ 400,000	18%
Foundations & Trusts	£ 117,666	15%	£ 751,000	38%	£ 139,847	8%	£ 68,000	8%	£ 187,914	17%	£ 200,000	9%
Contracts	£ 147,610	18%	£ 210,217	11%	£ 443,271	24%	£ 181,217	21%	£ 419,529	37%	£ 500,000	23%
Donations	£ 47,980	6%	£ 555,509	28%	£ 528,679	29%	£ 63,843	7%	£ 78,595	7%	£ 750,000	34%
Gift Aid	£ 1,993	0%	£ 1,484	0%	£ 34,022	2%	£ 9,058	1%	£ 12,575	1%	£ 150,000	7%
Other	£ 14,679	2%	£ 18,132	1%	£ 9,587	1%	£ 129,012	15%	£ 20,085	2%	£ 25,000	1%
Vennture Enterprise Loan Interest	£ -	0%	£ -	0%	£ -	0%	£ 50,871	6%	£ 51,006	4%	£ 100,000	5%
Surplus		0%		0%		0%		0%	£ 33,000	3%	£ 75,000	3%
TOTAL	£798,022		£1,983,441		£1,840,888		£855,727		£1,135,013		£2,200,000	

Realising the 2025 plan

To realise the plan we have begun to invest in specific outward facing roles to drive further progress in this area. We have budgeted in 2025 for:

1. An external stakeholder leader
2. A bid writer
3. Individuals with specialist knowledge in
 - a. Criminal Justice
 - b. NHS
 - c. Housing

5. CORE OBJECTIVES**Background**

Vennture's 5-year plan for the years 2022-2027, lays out 7 core objectives that the charity will continue to deliver in pursuing its strategic intent to 'Love People Better'.

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 Expertees'.
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.

2024 Progress against Core Objectives**1. Pioneering and promoting relational approaches**

- a. Funding from DWP enabled us to further refine our relational approach with families specifically in relation to families struggling with stress or conflict; families going through separation; separated families living apart; families with an absent parent.
- b. Building on our experience in schools, we pioneered with CLD and Home-Start a fresh approach to school-based prevention.
- c. We introduced our 'Relational Approach' to enhance the experience of families and vulnerable individuals staying in Vennture Enterprises Emergency Accommodation.
- d. We began developing an approach to mentoring families and children with loved ones in the criminal justice system.

2. Leading significant, substantive and sustainable initiatives and evidencing their impact

- a. Home Office 'Hot Spots' funding enabled us to increase our street deployment and develop a new measurement system to record vulnerabilities in specific locations.
- b. Our Thriving Families programme evidenced significant insights into addressing parental conflict in a rural context, which has been presented in a report to DWP.

3. Nurturing community initiatives with and through local churches and communities that strengthen and support families through promoting Vennture values.

- a. We secured funding to develop 'partner peer mentors' to support parents undergoing stress at home.

4. Recruiting volunteers carefully and training them to the highest standards to enable them to become experts in their chosen field – Vennture Experteers

- a. We responded to changes in the Night Time Economy by reviewing and reconfiguring our Street Presence deployment including overhauling our training in Street Triage.
- b. We employed a mentor to come alongside our 6th Form volunteers and support them through their two-year volunteering journey in our Street Presence Teams.

5. Leading with business, community, church, agencies and police to come together for the common good.

- a. We launched a campaign to encourage corporate social responsibility including local advertising in the Chambers magazine and opening conversations with local businesses.
- b. NHS funding enabled us to provide 6 days of rigorous training for those working with people sleeping rough including Street Triage, Mental Health First Aid, Safe Working.

6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns.

- a. We developed Street Presence teams to deploy in Ross and Leominster.
- b. We continued to put forward a fully costed operational proposal to Health, Police and Council on Vennture Response to:
 - i. Build a county-wide cross-sector responsive net of care accessed instantly through the Vennture Lifeline.
 - ii. Deliver 'Response Pastors' as a key element in a community prevention network complementing the work of statutory agencies in prevention.
 - iii. 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.

7. Enabling local people to give time, money and resources to local needs.

- a. We invested in building relationships with local businesses.

2025 Core objectives – 20 Key Goals**1. Pioneering And Promoting Relational Approaches****Families Prevention Programme**

1. Excel in the delivery of a 'Refreshed' Early Help offer
2. Establish Link Workers dedicated to support:
 - a. Military families new to the challenges of Herefordshire
 - b. To support children and parents with a loved-one/parent in the criminal justice system.

Schools Prevention programme

3. Build out our direct referral prevention capacity with schools
4. Introduce *The Restored Lives* programme to Herefordshire and integrate with our Family and Schools programmes.

Homes

5. Develop out Vicarage Road as alternative Family Respite Provision for families facing homelessness to reduce children being taken into care.
6. Acquire additional properties to increase our capacity for providing Emergency Accommodation, which is safe, secure and well-purposed, for families and care experienced individuals facing homelessness.

Fresh Start Prevention Programmes

7. Establish a sustainable, effective, holistic local Fresh Start Pathway for those in and/or leaving The Criminal Justice system and living in rural West Mercia supported by a well-trained and equipped Link Worker team.

2. Leading Significant, Substantive, Sustainable Initiatives And Evidencing Their Impact**Response Prevention programme**

8. Build on 'Vulnerability Hot Spots' learning to make places and people safer – increasing public perceptions of safety by reducing harm and anti-social behaviour.
9. Utilise 'The Street/Place' functionality of ECINS in our Street Presence work.
10. Establish Vennture Response to reduce demand on A&E and blue light services by providing Psycho-Social First Aid.

3. Nurturing Community Initiatives with And Through Local Churches And Communities That Strengthen And Support Families Through Promoting Vennture Values

11. Revive volunteer mentors to support our expanding Family Programmes.
12. Recruit train and develop 24 military partners to support families new to Herefordshire.
13. Open our training in Family mentoring to Church and Community volunteers,

4. Carefully recruiting and training to the highest standards to enable them to become experts in their chosen field – Vennture Experteers.

14. Educate, train and equip 24 military partners to support families new to Hereford
15. Provide accredited training in Protective Behaviours to 24 community/church leaders.

5. Leading with business, community, church, agencies and police to come together for the common good

16. Establish 'Leadership Confidential' as a meaningful information conduit to gather and disseminate vulnerability information.
17. Establish 5 businesses as partners in Corporate Social Responsibility

6. Owning new local models of welfare provision by training ordinary people rooted in our city and rural market towns

- 18. Establish strong volunteer corps in Ross, Leominster, Bromyard, Ledbury and Kington
- 19. Establish a shared learning space on our website utilising our existing learning and models.

7. Enabling local people to give time, money and resources to local needs

- 20. Deliver monthly communication activities including newsletter and meaningful updates to 500 people to expand our regular monthly donors to 100 people and secure 5 businesses in meaningful partnership/sponsorship

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

.....
Rev S Tarlton-Trustee

2024 SOCIAL IMPACT REPORT

Social impact summary

System leadership initiatives

Parental Conflict
Street Vulnerability
School Based Prevention
Training for those working with individuals
facing homelessness

Programmes

Home Presence families
Fresh Start individuals
Street Presence response
Vennture Enterprises - accommodation

Note: In all case studies details have been changed to protect the anonymity of participants

1. 2024 Impact Summary

Area	Initiative	People Volunteering			People benefitting		Monetised value
		Number	Hours	Value	Direct Individuals Helped with specific support	Indirect Others who benefit	Savings Calculated from research evidence
Home Presence	Families First	6	327	£ 21,600	271	307	£1,303,400
	Thriving families						
	My Family, School, Community						
	Prevent Family Mentoring						
Fresh start	Fresh Start		-	£ -	164	230	£ 435,370
Street Presence	Ambassadors	16	1,148	£ 36,975	276	956	£ 10,931
	Street Pastors	23	1,134	£ 35,475			
	Lean on Me	48	280	£ 36,400			
	Training		2,100	£ 28,625			
Vennture Homes	Merton	2	250	£ 4,250			
	Business plan development	1	130	£ 8,000			
Governance	Trustees & Directors	9	1,771	£ 50,400			
Total across all initiatives		105	7,140	£ 221,725	711	1,493	£1,749,701
2023 comparison		155	9,317	£ 277,385	966	1,734	£2,432,747

Notes to the table

- Fresh Start:** An independent evaluation carried out by Rose Regeneration in 2023 highlighted that 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.
- Families:** A further independent evaluation carried out by Rose Regeneration in 2024 highlighted that the Social Return on Investment in our work with families was £2.45 for every £1 invested – this has allowed us to indicate the monetised value of the impact of our work with individuals.

The economic evaluation of the programme reveals a BCR of 2.45 under the core scenario and 2.08 under the sensitivity test.

System leadership initiatives

Parental Conflict

Street Vulnerability

School Based Prevention

Training to better respond to people sleeping rough

1. Parental conflict - Summary of Key Learning

This 18-month, £376,000-DWP programme focussed on learning about the best ways to address Parental Conflict in rural contexts. 1,164 in-home sessions were completed with 64 mentored families.

Strategic system insights

Outcomes & impact achieved

The project proved the value of school-based engagement: raising teacher awareness; generating more timely referrals; reducing stress on schools dealing with parental conflict. It showed the limits of school-based engagement due to parents being time-poor.

The project proved the high value schools referring directly into bespoke, in-home mentoring to address Parental Conflict: Improved outcomes for children were delivered consistently in often fraught and complex family circumstances, Better safeguarding were achieved through weekly in home visits and close working with schools, Parents were empowered and equipped to move on in better ways, Schools were given more time to teach with children better prepared to learn.

Learning

The project mapped the different conflict experienced in 4 different relationship categories and mapped the journey through conflict.

Intact disagreeing couples - over half saying that they are disagreeing over parenting styles

Separated couples with low to medium conflict - children living some time with both parents, and communication may be strained.

Separated couples with high conflict - disagreement over child contact and 'legalities' inflame emotions and reinforce barriers due to the adversarial legal process: sometimes only one parent will engage and there may be little or no communication

Couples with significant 'stressors' - Additional stress creates the risk of 'permanent state of conflict' eg. A special needs child, or a military family, high flying career professionals

The value of 'in-home' support was found to be in:

- i. Addressing the emotional dimensions of Parental Conflict: Removing their 'emotional blocks' stopping their progress, developing 'their emotional well-being and enabling them to move forward.
- ii. Reducing demand on Early Help and the Multi-Agency Safeguarding Hub (MASH), while making sure that MASH referrals were made appropriately where Parental Conflict has been confused with Domestic Abuse and/or violence.
- iii. Navigating the way that Early Help and Safeguarding Frameworks may sometimes confuse approaches to 'Parental Conflict' and may hinder parents and children accessing appropriate support rooted in more prevention focussed approaches.

Value delivered

This work was undertaken by Rose Regeneration in their capacity of external evaluators of the programme.

Social Return on Investment (SROI) of £2.16: The programme has achieved an impressive SROI of £2.16 for every £1 invested. This figure is derived from a comprehensive analysis using the Social Value Engine, an accredited tool by Social Value International.

Benefit-Cost Ratio (BCR) £2.45: The economic evaluation of the programme reveals a BCR of 2.45 under the core scenario and 2.08 under the sensitivity test. This ratio underscores the programme's efficiency and value for money, highlighting the significant benefits delivered

relative to the costs incurred. The BCR calculation incorporates financial proxies for various benefits, deflated by an additionality factor of 34% based on national norms for community health facilities. This approach ensures that the BCR accurately reflects the programme's economic impact.

External evaluation stated:

'The absolute driver of success is the detailed deployment of the case workers and the depth of their engagement with families, working across very rural settings and delivering much of the support in the home.'

Rurality

The programme addressed rural factors that either amplify Parental Conflict or leave it unaddressed such as: the lack of pastoral leadership capacity in caring small schools with less than 150 pupils; the inability of parents to travel to provision in locations without public transport; the kinship dynamics in small rural communities; the lack of meaningful prevention focused provision equipped to address a complex issue.

Specific elements of effectiveness were:

High impact, short, simple, hour-long interventions in school staff meetings in raising awareness about Parental Conflict and providing schools with easy to access, quality family support.

The power of structured mentoring process to affecting long-term change in parents over time by equipping them with tools/processes to restore their well-being and enable them to better co-parent.

Supporting parents, who are serving military.

Understanding emerging 'common patterns and steps' to progress out of conflict.

Applying the tools & processes of Protective Behaviours to Parental Conflict.

2. Reducing street vulnerabilities

This Home Office funded initiative focussed on reconfiguring our Street Presence Team deployment patterns to respond to changes in Herefordshire's day and nighttime economies. The innovative approach was driven by: data insights into times and locations of high vulnerability in Hereford and Leominster; international research from Cambridge University to maximise the impact of our uniformed volunteers visibility to reduce vulnerabilities.

Strategic insights

Changing habits and vulnerabilities

There has been a dramatic shift in 'going-out patterns': fewer people are going out with numbers down over 20% post-covid; people are going out earlier - we now see two peaks in calls for support 2145 to 2300 and then 0130 to 0300.

People are drinking less yet increases in the use of 'white-powders' and mental health medication results in more medical complexities. This has led us to seize the opportunity to refresh our deployment and approach on the street.

The Value of Vennture training

Our skills and drills-based training has been key to equipping our volunteers to work safely, safeguard others and helping people to 'have a good time and come home safe'.

Our poisons-based training has ensured volunteers make sound and sometimes life-saving interventions in dealing with young people experimenting with white-powder. Equally, our training in responding to those in emotional or mental crisis has assisted our teams in responding to an increasing trend of those feeling in crisis.

Safety through Increased Visibility

Increased visibility has a profound impact of people's actual safety and increased their sense of perceived safety: it continues to deter the bad stuff such as predatory behaviour; it provides valuable, real-time, 'eyes and ears' information for wider agencies and plays a vital role in creating a culture of safety.

Earlier 'twilight patrols' have broadened our volunteer base; allowing our 6th formers to deploy on the street has also raised their awareness of how to be safe and keep their friends safe.

Safety through Responsive capability

Well-trained capable Vennture Street Presence Volunteers is now integral to the community safety infrastructure in Hereford. The teams provide a vital responsive capability for retailers, venues, door staff and emergency services.

The team's ability to respond to incidents immediately and reach vulnerable people within minutes dramatically improves outcomes for those we help, their families as well as allowing emergency services to deploy to more pressing needs.

Expanding Safety Coverage

Expansion of hours and geographical coverage has begun to expand Vennture's role as a trusted presence in the market towns.

Geographic remoteness from emergency response and minimal CCTV coverage makes having a well-trained, visible, uniformed presence even more valuable.

The value of data

A key part of our overall refresh of Street Presence in response to the Home Office funded West Mercia Hotspots initiative has been to revisit all our data capture and reporting.

We have enhanced our patrol recording to include capturing information on anti-social behaviour and connected this and our incident recording to police data capture systems.

We can evidence Vennture's calm reassuring presence and information processing has contributed to the reduction in anti-social behaviour and serious violent crime in the highlighted hotspots and wider surrounding areas providing 457 reports to inform appropriate cross-sector and multi-agency responses to prevent harm and allow people to have a good time and come home safe.

3. School- based prevention

We led this £160,000 DfE funded initiative that brought Vennture, CLD and Home-Start together to offer a range of school-based prevention.

Strategic system insights

Investing in direct support for families is more valuable to schools than coordination

Schools want people that provide support and are easy to access - as opposed to signposting.

School like being able to put a face to support when explaining support for families.

Schools & parents prefer referring a family to a person, as opposed to a service itself, had made
Schools value ongoing dialogue with the person supporting their families.

The requirements of small rural schools are different than larger city/town schools

New legislative expectations on schools providing Early Help is daunting for small rural schools
Small schools need pastoral resources that make larger schools more independent of needs
Small schools are their own locality – they are often the only rural community resource

Parents go online for support more than into community

The idealized resources in community are not there
Online is easily accessed, doesn't involve travel/new relationships though random/impersonal
Parents are often time poor and don't have the energy to go out as professionals may think

In home mentoring works well for families in rural settings

The Link Worker comes to the home so there is no cost for the parent, and they feel valued
Children are seen and understood in their home setting
Weekly in-home visits and regular school dialogue improves outcomes for everyone

Demand ebbs and flows and can be unpredictable

Comprehensive offers to busy schools need to be clearly described and planned
Ebbs and flows in referrals are natural and are to be expected
Becoming a trusted asset and relationships take time, reflective of the increase of referral consortium wide.

Schools need a 'stable state' addressing their core needs so they can deliver for children

Schools need readily available, easily accessed, instant support for their families.
A single relational point of contact for referrals is easier for schools and parents.
Programmes coming and going are disruptive, inefficient and costly.
Teachers and school leaders are doubly time poor in rural settings

There is a growing need for resilient providers who will sustain for the long-term

Too many significant providers are living on the edge of survival.
Local community assets are diminishing at an alarming rate.
Community and voluntary sector organisations need to act maturely in collaboration and consolidating their assets.

4. Training to respond better to people sleeping rough

Project Bright Path is a £180k Project funded through the NHS. It focuses on equipping those working with individuals facing homelessness who are living with a toxic combination of mental and physical health issues combined with substance abuse. It brings together the expertise of the NHS, X-calibre and Vennture.

Strategic system insights

People living in or on the edge of homelessness are poorly understood

They are less than 1% of presentations to services geared to universal provision
Their needs and root causes of their problems are more relational/social than medical
Medicalising their problems may increase their presentation and escalate their problems

Unintended outcomes of a ‘Professional Approaches’

Those working with people who are homeless rarely have cross-discipline understanding

The person needs ‘a relational person’ to travel with them on their journey

A siloed system passes the patient ‘from person to person’ to deal with each symptom and misses the root causes in the person’s ‘life as a whole’.

An holistic approach means considering risk and motivation as well as need

Risk to self and others cannot be ignored and needs to be a start point in triage

Harnessing motivation is vital to reducing dependence

‘What does good look like to you?’ opens the way to a completely different approach

There are gaps in training for people working with the homeless

Academic theory – though valuable, is no substitute for well-drilled practical field skills

Holistic, rather than siloed, training is vital to delivering a holistic approach

‘Safe world scenario drills’ prepares people to respond better to ‘real world odds of death’

Holistic triage

Defining clearly when professional medical intervention is needed is vital

Simple, well-defined drills gets to life-saving facts quickly and identifies root causes quickly

Discipline is required to see beyond symptoms to the person

Vital drills need training into muscle memory

People sleeping rough, live/survive ‘comfortably’ with a complex array of problems

Those working to come alongside them, need to naturally and constantly assess risk

Assessing Psycho-Social risk is challenging in its complex manifestations:

- Physical and Mental

- Emotional and relational

- Practical and financial i.e. Housing, employment

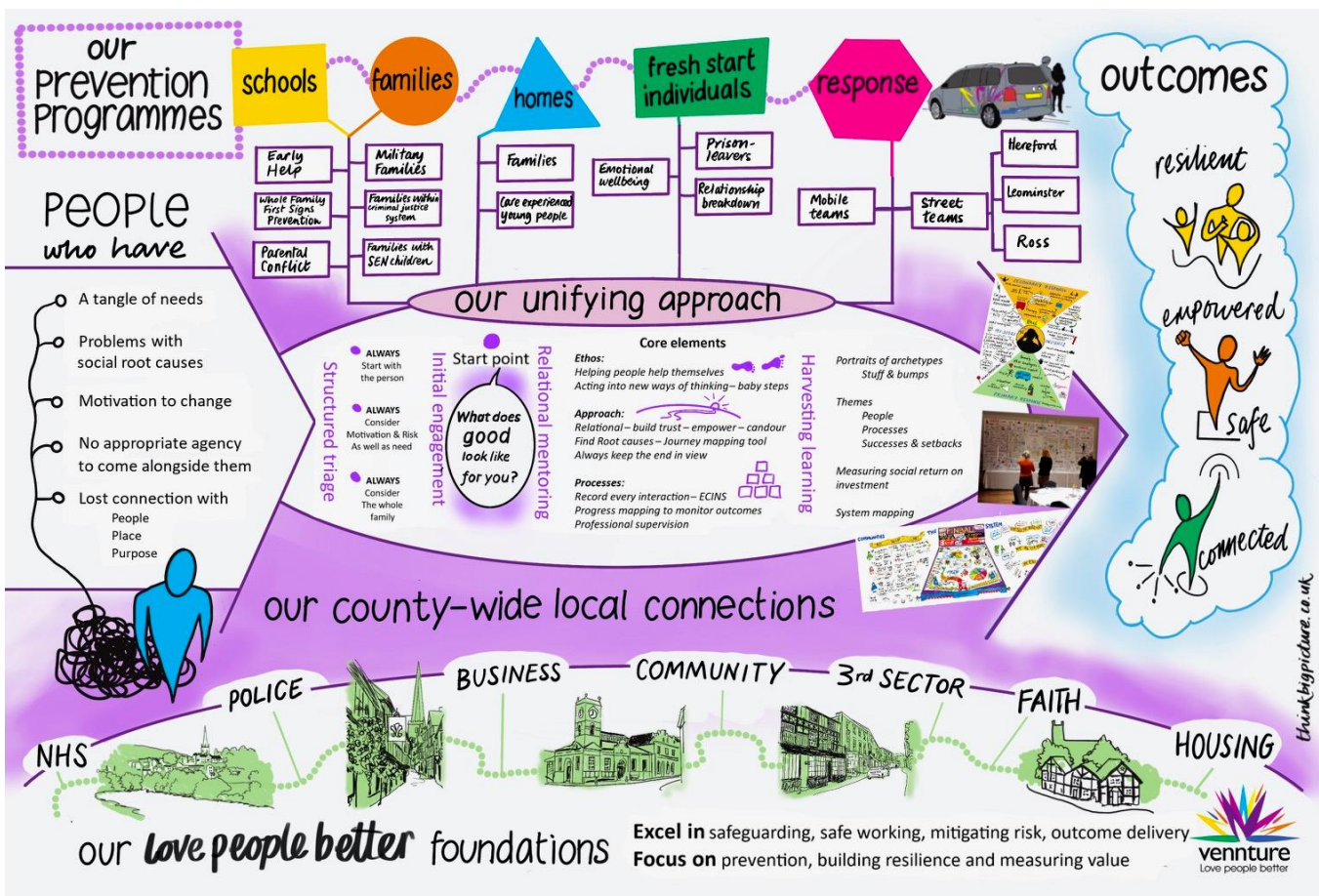
Vennture Prevention Programmes

Programme overview
Home Presence families
Fresh Start individuals
Street Presence response

1. Programmes overview

We have invested this year in further clarifying:

1. Our Prevention Programmes
2. The specific work strands in each programme
3. The people we seek to come alongside, travel a journey with, and enable to get to a better place of their choosing.
4. Vennture’s unifying approach and its specific elements
5. The core outcomes we work towards
6. The enabling local connections that are at the heart of our cross-sector working.
7. Our Love People Better foundations.



2. Home Presence Prevention Programmes

Overview

During 2024, Vennture increased the number of families it mentored, and the range of specialist mentoring offered. In total 174 families were supported through family mentoring and a further 29 families with a shorter period of support - benefiting 308 parents and 378 children.

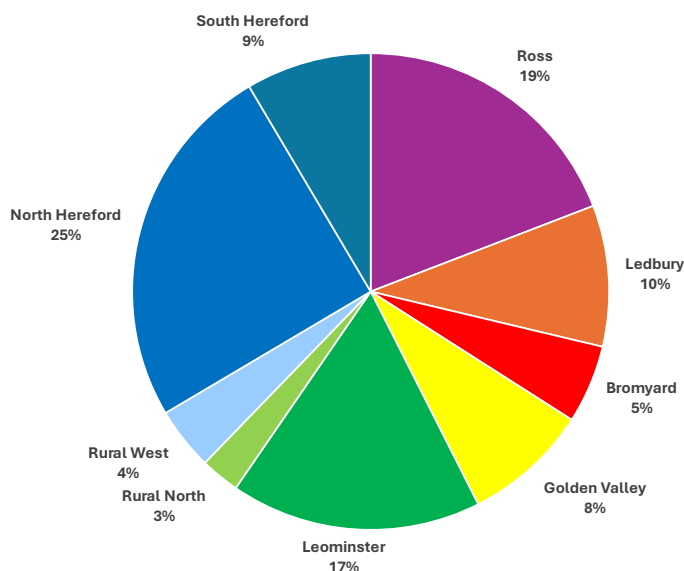
Programmes

1. **Early Help:** Herefordshire Council Early Help
2. **Thriving families:** DWP Challenge Fund 2 reducing parental conflict in rural areas. This allowed us to support both intact and separated parents, as well as completing training for local primary schools.
3. **My Family, My School, My community:** DfE funding which allowed families and schools to request help directly from Vennture.
4. **Love Children Better:** Eveson Trust funded mentoring support for further families and 10 care experienced young people

Vennture were also the lead partners of a consortium with Home-Start and The CLD Trust to offer support to ten local schools to reach families earlier. To allow for the growth of support the Family Support Team has increased in 2024 to 14 employees – 11 full time equivalents.

Pre school aged	Primary aged	Secondary aged	College aged
42	204	123	7
11%	54%	33%	2%

Location of mentored families



Vennture continues its county-wide commitment, supporting families in market towns and rural locations as well as Hereford. We had been frustrated in previous years that we were unable to achieve our vision for a county-wide support, so we have ensured in our new programmes of *Thriving Families* and *My Family, My School, My Community* that we prioritise rural schools.

Schools

During 2024 Vennture has increased its support and has been able to work with 46 primary schools, three special schools and all secondary schools in Hereford as well as Chantry School, Monmouth High School and New College Worcester

We have found that small rural schools are less likely to be able to afford dedicated pastoral support and our meetings with Headteachers and recent school survey have shown that they appreciate having support they can trust and turn to.

'It's just so easy, I don't have to make a family tell their whole story before getting them some help, some of which they may not want to tell school anyways. Having someone else to discuss options of support for families has been useful.'

Referrals

Family needs or issue	Early Help	Thriving Families	My Family, My School, My community	Love Children Better Care Experienced Young People
Parenting	94%	86%	65%	
Parental Conflict		72%	5%	
Children's mental or physical health	91%	95%	80%	100%
Children struggling to attend, or engage with school	92%	n/a	45%	80%
Parent's mental or physical health	24%	92% at lower level	70% at lower level	n/a
Financial or housing difficulties	15%	72% but at lower level	25%	n/a
Victim of domestic abuse - current or historic	7%	8%	25%	

Nature of support

Rose Re-generation, our independent evaluators of Thriving Families articulated the nature of our *Relational Approach* rooted in Restorative Practice:

“The programme's innovative nature is evident in its focus on rural settings and military families. **The absolute driver of success is the detailed deployment of the case workers and the depth of their engagement with families, working across very rural settings and delivering much of the support in the home.**”

Vennture's approach is characterized by systems thinking and a commitment to making lasting changes in people's lives. The organisation's mission to join up community, businesses, organisations, and agencies to better look after Herefordshire's people has been a driving force behind the programme's success.

Quote: "Yes, the support has been extremely helpful. My Vennture Link Worker has gone above and beyond what she could have done. She was able to adapt the focus of support to changing circumstances."

Vennture's Way of Working: Vennture's unique approach involves building trust with individuals and families, understanding their needs, and providing tailored support. The programme's success is driven by four core components:

1. **Intensity:** Individual link workers deliver an intensive caseload of activities, including 656 support sessions for families to date.
2. **Engagement in the Home:** Overcoming access to services challenges in rural settings by understanding the home environment of those being supported.

Quote: "Having the support/visits in the home has helped. I found you to be non-judgemental and fair. You have listened."

3. **Engagement with Children:** Ensuring the child's voice is heard and the support offered is focused on the core challenges facing the children.
4. **Capacity Building:** Providing training and information support to small rural schools to maximize their referrals and effective participation in the programme."

Length of support

Rose Re-generation, also commented on the amount of support each family is given. In a time where connections are reducing, Vennture continues to believe in a relational approach and allowing families genuinely to take the lead in the changes that they want to make.

	Early Help ¹ 2024		Thriving Families 2024		My Family, My School, My community	
	Average months supported	Average visits	Average months supported	Average visits	Average months supported	Average visits
Completed families	6	22	6.8	22.4	4	14
Families who needed to be moved to a higher level of support	4 families 6.2	4 families 21.2	5 families 4	5 families 16.6	3 families 3	3 families 9
Families who disengaged from support	3 families 2.5	3 families 6.6	5 families 3.6	5 families 11.4	3 families 1	3families 2
Light Touch Support	-	-	-	-	-	2

Our exit paperwork feedback consistently talks about how families feel listened to, and we believe this is vital for sustainable change to occur, and for families to feel empowered.

*'Our Vennture Link Worker took time to get to know us as a family, to identify areas which she could support us. She was non-judgemental, kind and caring. This made us feel relaxed and able to be vulnerable with her. As a family we are definitely communicating better now'
Large, blended family*

¹ The 26-week Council funded programme is determined by the requirements of the contract.

‘Wow – where do I start with saying how the support has helped me. My Link Worker has helped me to put things into perspective and given me coping mechanisms and techniques I can continue with on my own. I feel empowered and able to make decisions about how I want to live my life.’
 Single mum who had experience domestic abuse

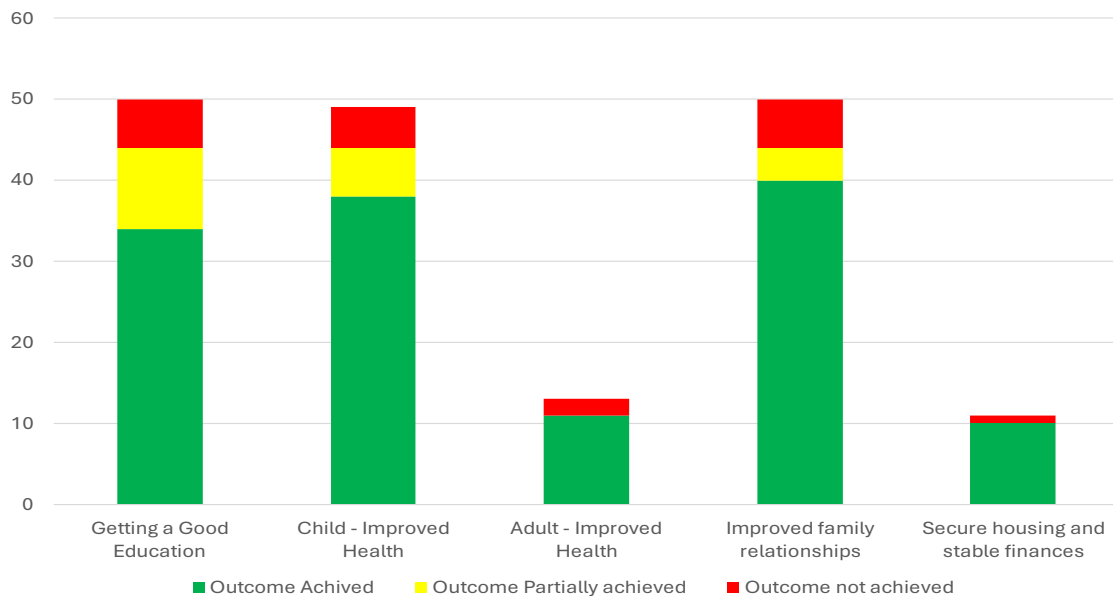
Early Help

Vennture has been a commissioned service for Herefordshire Council Early Help service since 2015 and during this time have been able to support over 460 families. We have recently been awarded the tender until April 2027 and so are pleased this work will continue.

In 2024 we supported 88 families with Early Help Assessments. All referrals are triaged by the Council and come mainly from local schools or the Herefordshire Children’s and Advise Team (CHAT). Each family has a combination of needs², many of which are complex or inter-generational.

Key needs are families who have a child with special educational needs and/or challenging behaviour; children or young people with anxiety including those who are struggling to go to school³ and parents who need more specialist or bespoke parenting strategies.

Impact according to Supporting Families framework



Family feedback

‘Our Link Worker has just got us from day one. She listened and understood what we are going through and been there as a bridge. Our son can now speak about how he feels even if it is a few words. He is coming out of his shell!’

‘It was good to have someone to talk things through with and lean new strategies. You reassured me that I am not the only one going through it. It was helpful to have a non-judgemental conversation - an independent outside conversation.’

² Needs and impact are assessed against the Supporting Families framework

³ Emotional Based School Avoidance

Thriving Families

Thriving Families was part of a DWP funded initiative to find successful ways to reduce parental conflict, and specifically for Vennture in the rural context of Herefordshire. The project allowed us work directly with local schools to upskill their staff in recognising parental conflict and to support both intact and separated parents where there was conflict, and to evaluate approaches that were successful. This has helped build a greater market awareness of Vennture's approach.

Partnering with rural primary schools was a successful way to improve awareness of the impact of parental conflict on children and allowed us to reach families who were struggling. In total 37 schools engaged with the programme, exceeding our target, and 28 of these schools also engaged with staff training.

Including parenting strategies within the support also enabled parents to accept the support more easily and allowed the impact of children to be central to the conversations with parents.

Family types

We identified 4 categories within the families mentored in Thriving Families:

1. Intact couples who were experiencing relational distress
2. Separated couples with low to medium conflict
3. Separated couples with high conflict, and
4. Intact couples who were parenting under pressure due to having a special needs child or one parents away for long periods of time for work

System challenges

The programme encountered several difficulties:

1. The funders strict focus on parental conflict meant withdrawing if we uncovered domestic abuse as we were meant to signpost the family to more suitable services. This was not possible in Herefordshire where there are limited services.
2. The Early Help criteria meant withdrawing if the level of need became more complex or varied, however, again this was not always possible with limited local support.

Regardless, the struggles were outweighed by the joy of supporting many families through quite challenging times whether that was successfully separating or working better as parents or co-parents.

'There was a lot of criticism from my ex-partner about me as a dad and having the support to help me with understanding the boys' emotions, seeing their behaviour and understanding it, helped me to feel more confident with them and less out of control.'

Having the ability to talk things through with someone meant that it was easier to cope which made (communicating with my coparent) things easier. Mindfulness- being in the moment also helped.'
Separated father

'The things that you have shared will come back as echoes throughout the rest of my life. The tools are there for me to revisit when I need.'
Separated mum

'We have been given so many strategies. Our Vennture Link Worker has helped us with our communication and ways that we could reconnect as a couple. She has helped to us understand how to take time out in positive and sensitive ways. We have parenting strategies that work. She talked us through possible setbacks and how to manage those, so we always have a plan.'
Intact couple struggling with the changes they were facing

Value

1. Return on investment

Independent evaluators, Rose Regeneration, evaluated the social return on investment⁴ as £2.16 per £1 invested and a Benefit Cost Ratio BCR of 2.45.

2. Abiding legacies:

- a. An expanded Team including specialists in Parental Conflict and supporting Garrison families;
- b. A Practical tool kit of processes and approaches to addressing parental conflict;
- c. A valued relationship with Garrison welfare.

3. Valued collaboration

SFAC⁵ training all Vennture in Protective Behaviours enhancing all of the programmes.

4. System insights

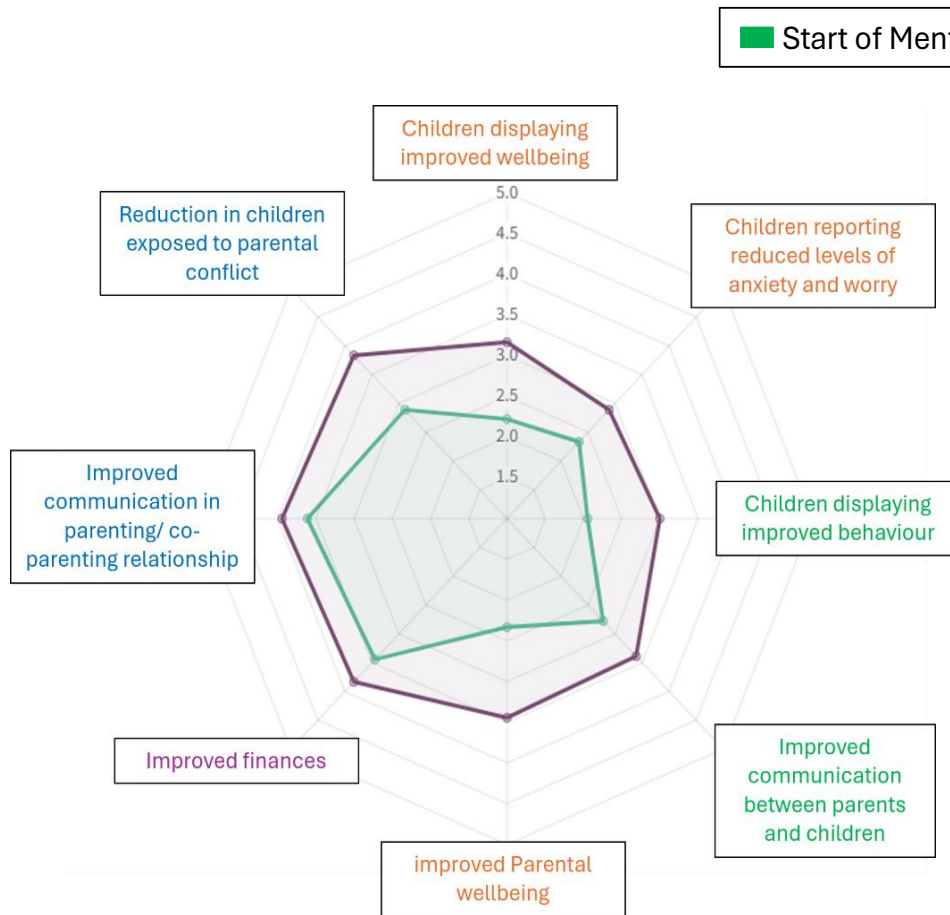
See System Leadership Initiatives: Parental conflict - Summary of Key Learning

⁴ Using the [Social Value Engine](#), an accredited (by Social Value International) tool

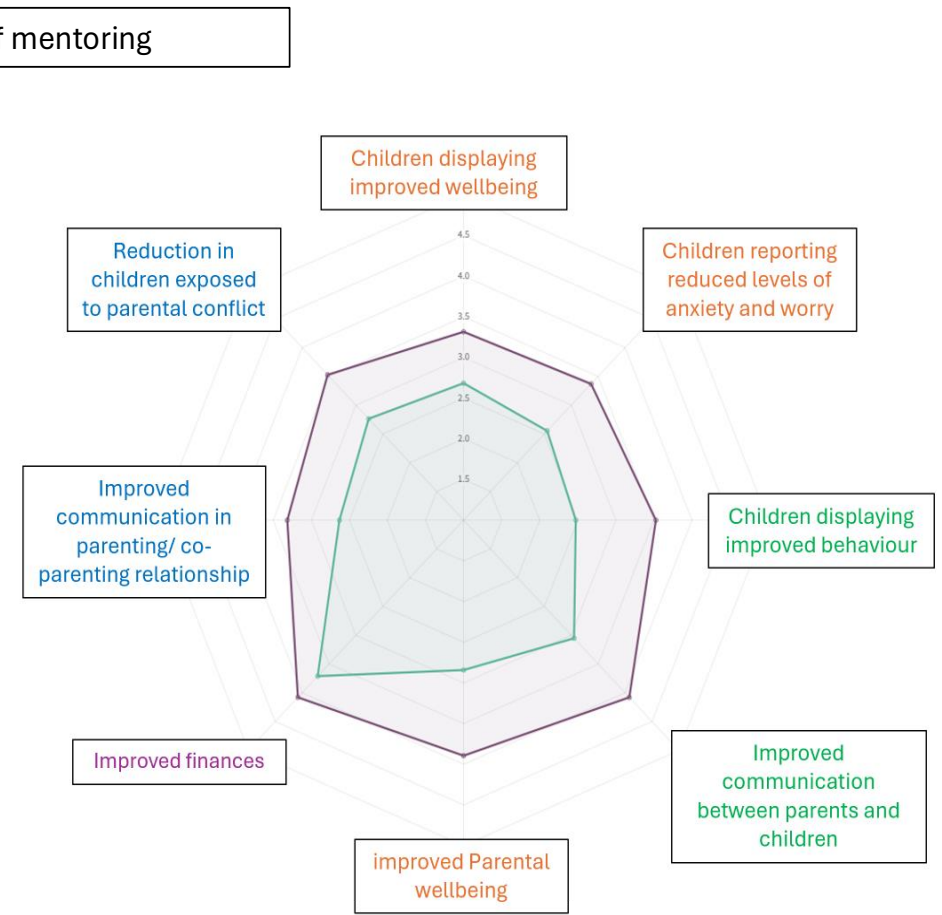
⁵ Stronger Families and Children are a Global Charity providing Accredited Training in Protective Behaviors

IMPACT OF MENTORING

Intact parents

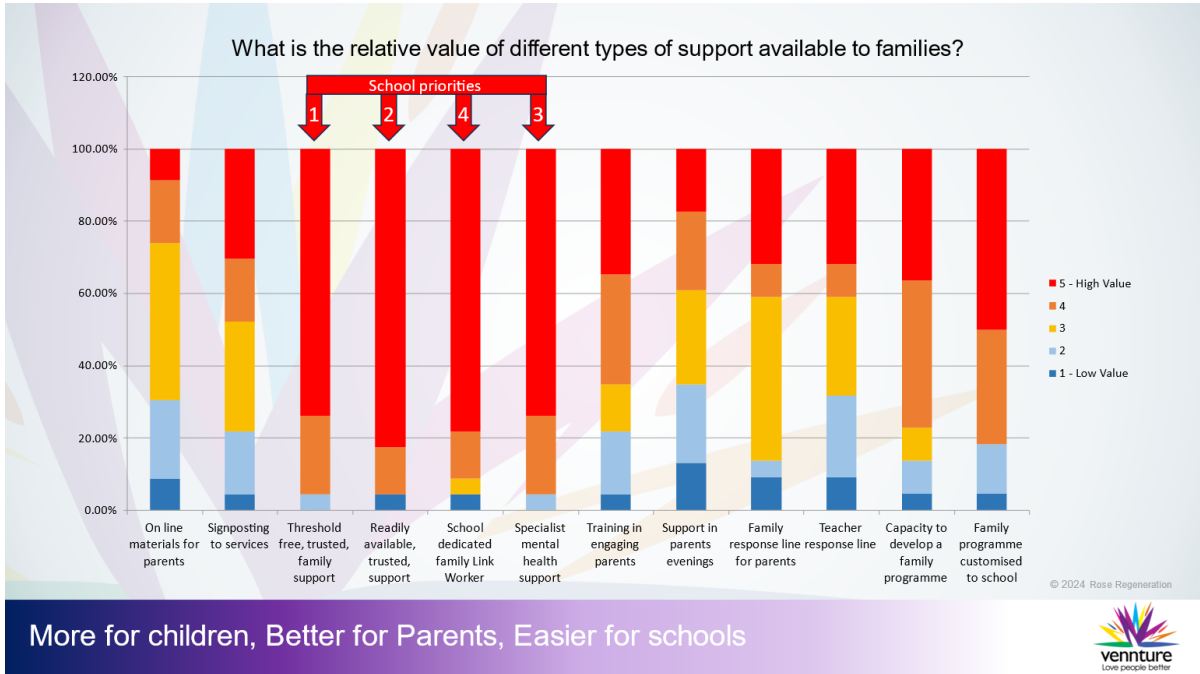


Separated parents



My Family My School and My Community

My Family, My School, My Community was a pilot study developed on the feedback from headteachers across the county. Rose Regeneration captured what schools valued during the Thriving Families programme – especially their need for earlier access to support for families to prevent families from requiring more intensive intervention by addressing problems earlier.



More for children, Better for Parents, Easier for schools



Vennture created The Love Children Better collaboration as lead provider with Home-Start and CLD. Together we created a package of support for schools including whole family support, light-touch support, group interventions for children and the role of Community Connectors to address emerging needs of families.



More for children, Better for Parents, Easier for schools



The project gained the interest of Eleanor Brazil, the DfE Children’s Commissioner at that time, who negotiated £160,000 additional funding for Herefordshire Council to pilot the enhanced Early help offer.

This project also sought to reconnect schools and families with their local communities, with the goal of empowering families to identify and access their own solutions and support networks. Vennture has taken on the new role of Community Connector, working to build awareness among both families and schools about the resources and opportunities available within the community, whilst provide direct support themselves.

By fostering stronger links between schools, families, and local services, the project aims to cultivate a resourceful and self-sufficient community, helping families navigate and utilise the support systems around them.

So far, as a Consortium the project has reached 93 families with Vennture supporting 21 families through mentoring and a further 44 families with shorter term support. The project is a new approach for Vennture and for Herefordshire and in some ways is only just gaining momentum, but below is some of the feedback so far.

‘Yes, the support has helped us to open pathways to what we can access in the community’

‘It has been good to have someone to talk to myself, someone who listened and looked for answers to help us’

‘My Link Worker was incredibly supportive, and I didn’t feel judged, I am now so much more able to manage tasks by looking at them by small steps’

Care Experience Young People

This project is funded by The Eveson Charitable Trust. The project provides a youth mentor who is mentoring ten young people over a year who have experienced care, are adopted or fostered. The aim is to provide these young people with a role model outside the context of school, or social care that they can talk to, but also begin to develop their own positive identity and interests.

Four of the young people live in Hereford, three are local to Leominster and four live in the Ross area. One young person is under the Gloucester local authority. Of the 11 schools and agencies that Vennture has contacted two schools, and two agencies have made referrals. The mentoring has taken place in six different schools in the county.

The progress that each young person is dependent on the young person’s own commitment, but the Youth Mentor has been able to consistently see all of the young people. It is too early to comment on progress that each young person has made however, their commitment to the mentoring demonstrates a strong foundation from which growth is highly likely.

Although this project took longer than expected to take off it has now gained momentum, and we anticipate a successful future. It is believed that this project will inform the wider Vennture ambition to provide suitable housing to care experienced young people as they leave care.

3. Fresh Start Prevention Programmes

Overview

This year, our work has had had 3 distinct strands:

1. **Vennture relational mentoring programme** – helping individuals help themselves in making a fresh start, especially probation cases and prison leavers; those on the edge of the criminal justice system, and blue light services “frequent flyers”;
2. **Vennture Response:** providing immediate assistance to individuals in crisis to stabilise their circumstances before transitioning into mentoring support.
3. **Vennture Bright Path:** Delivering and Training other practitioners in a holistic approach to preventing homelessness.

Key Achievements

1. Mentoring prison releases

- As statutory agencies such as probation face increasing challenges with high caseloads, our mentoring program has filled crucial gaps, offering tailored support to prison leavers and justice-involved individuals.
- Our collaboration with the Community Chaplaincy Association (CCA), has extended support to prisoners under chaplaincy before and after their release.

2. Vennture Response

- We have developed the systems, processes and learning to support pro-active early Fresh Start intervention.
- We have evidenced Vennture Response reducing the need for unhealthy costly escalations - reducing demand on agencies: health, social services and police.
- We have responded to referrals from within the community – many falling outside our historic scope, often requiring adult social care or specialist elderly support.

3. Project Bright Path

- Highlights of Bright Path’s work in 2024 include:
 - Improving the training package based on feedback and learning from the first programme.
 - Successfully running its second mental health training event for those working with rough sleepers.
 - Appointing two Level 7 mental health workers (one in Herefordshire, one in Worcestershire), significantly enhancing the project’s capacity to address complex needs.
- Feedback from the practitioner community has been overwhelmingly positive – especially about the practical approach to improving their practice in dealing with individuals presenting as ‘high-risk’, underscoring the program’s importance.

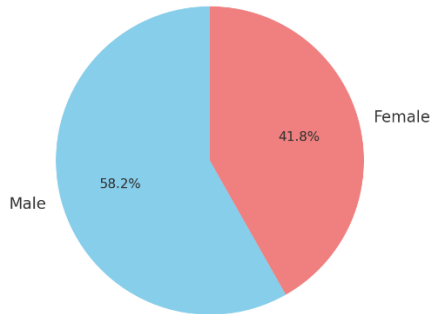
4. Accreditation in Protective Behaviours

- This training has enhanced our professional capabilities in ensuring the safety and well-being of the individuals we support.

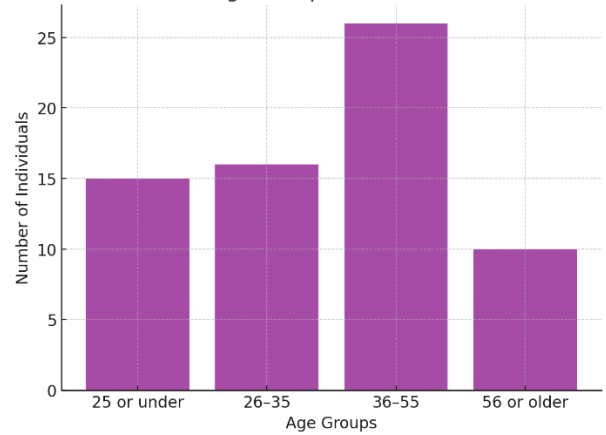
Vennture Response

Referrals

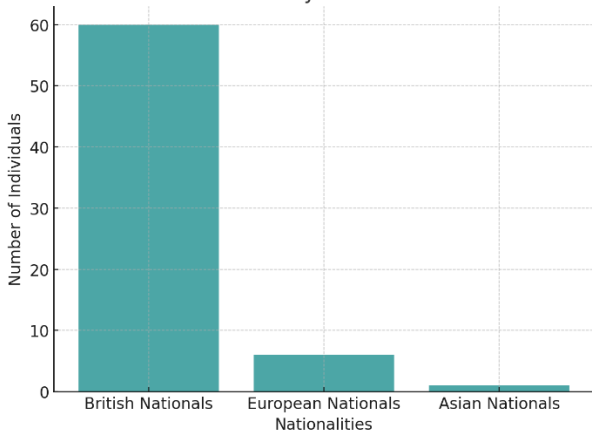
Gender Distribution



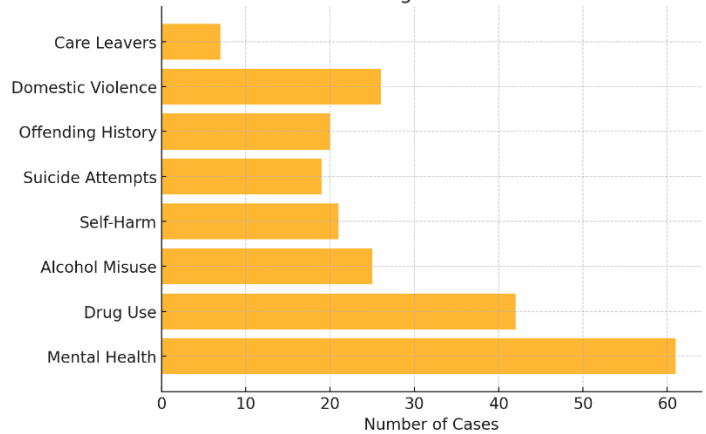
Age Group Distribution



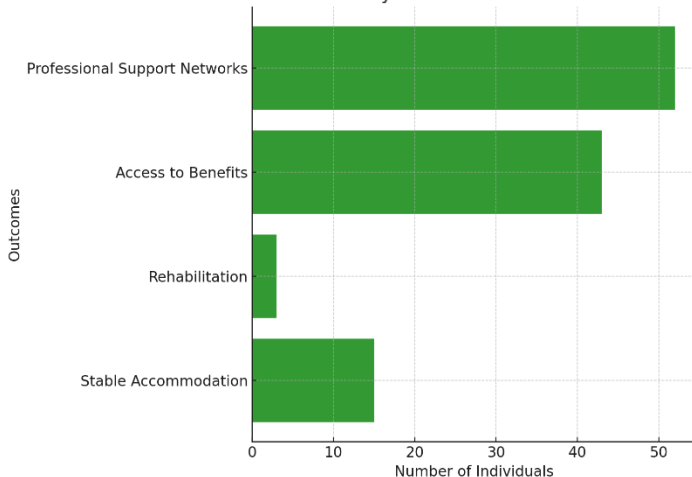
Nationality Distribution



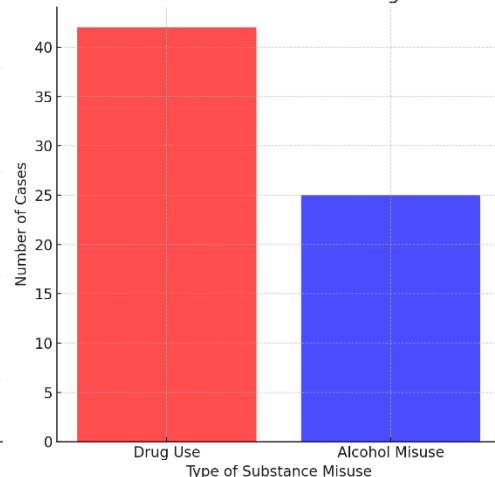
Challenges Identified



Key Outcomes Achieved



Substance Misuse Challenges



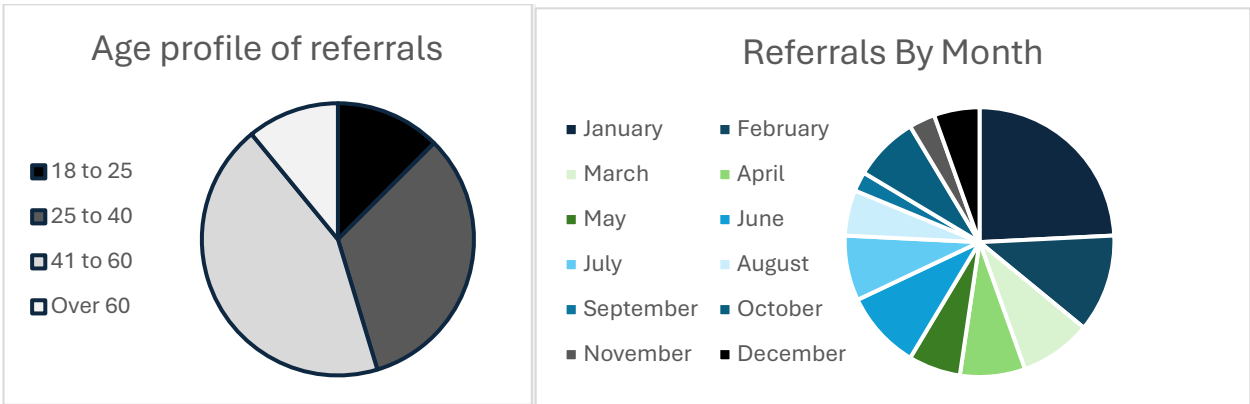
Conclusion

The holistic approach of *Vennture Response* made a tangible difference addressing individuals presenting with overlapping challenges such as mental health, substance misuse, and domestic violence and known to present with a variety of risks. The outcomes achieved highlight the value of a preventative response when individuals present with the first signs of need.

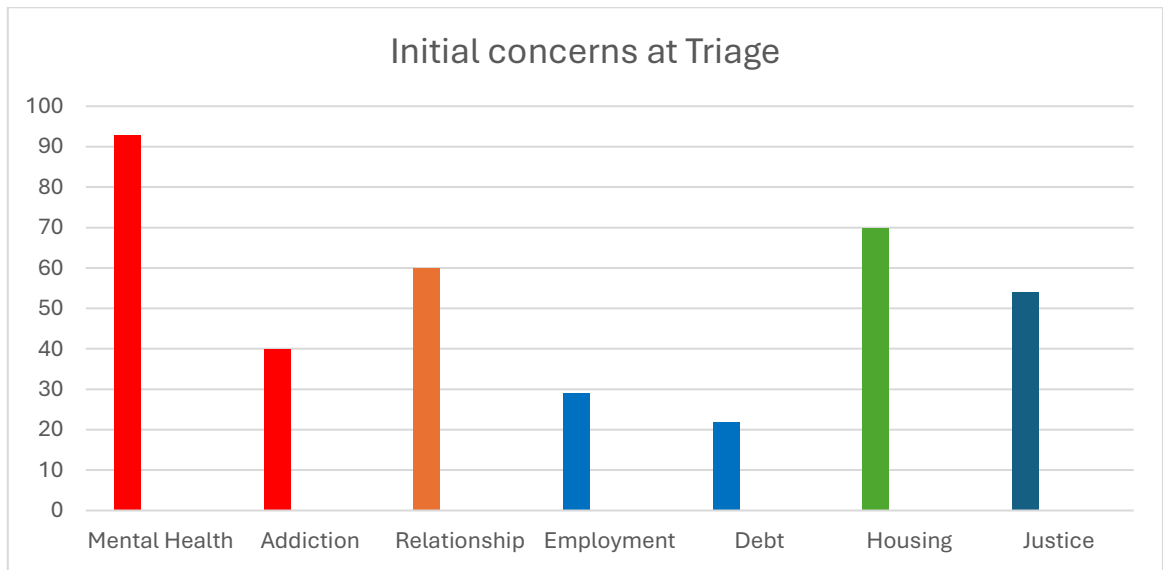
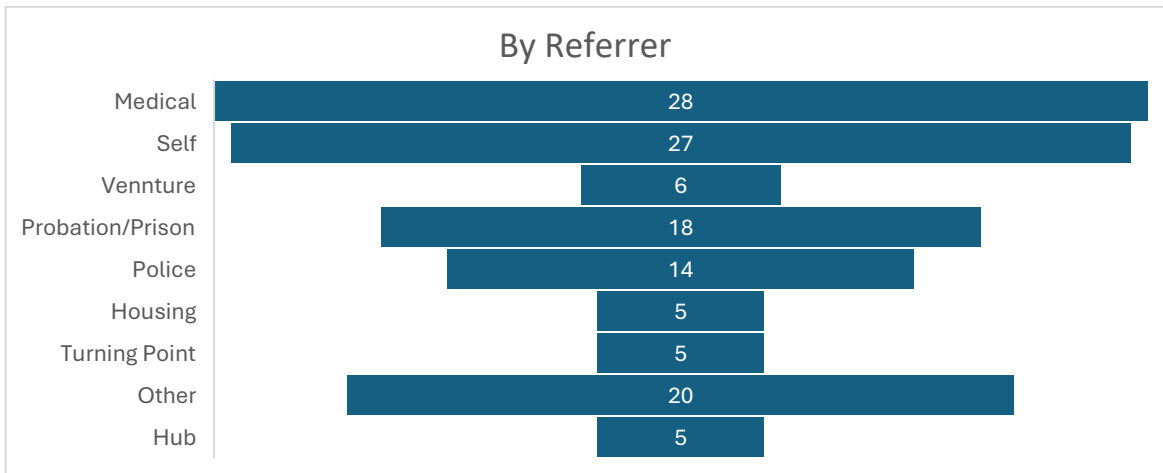
Fresh Start Mentoring

Referrals

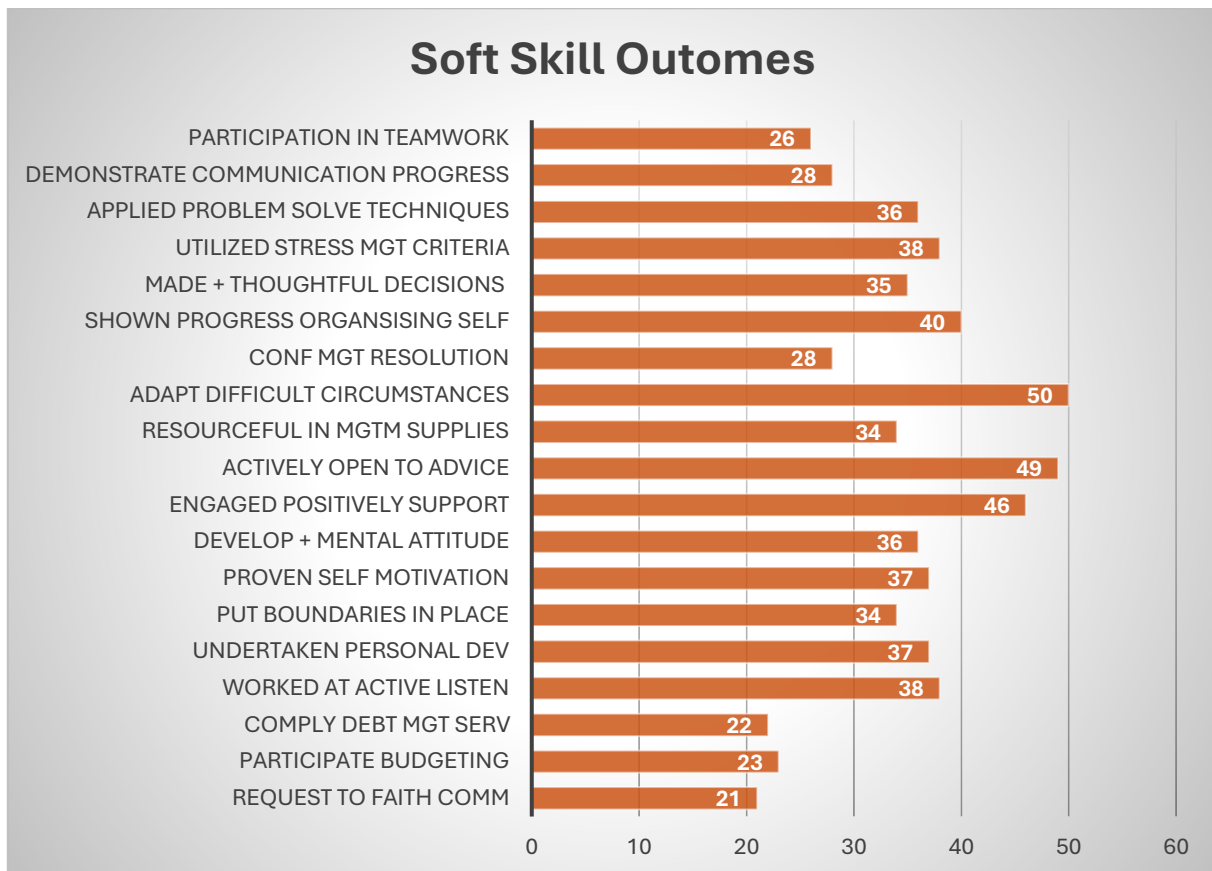
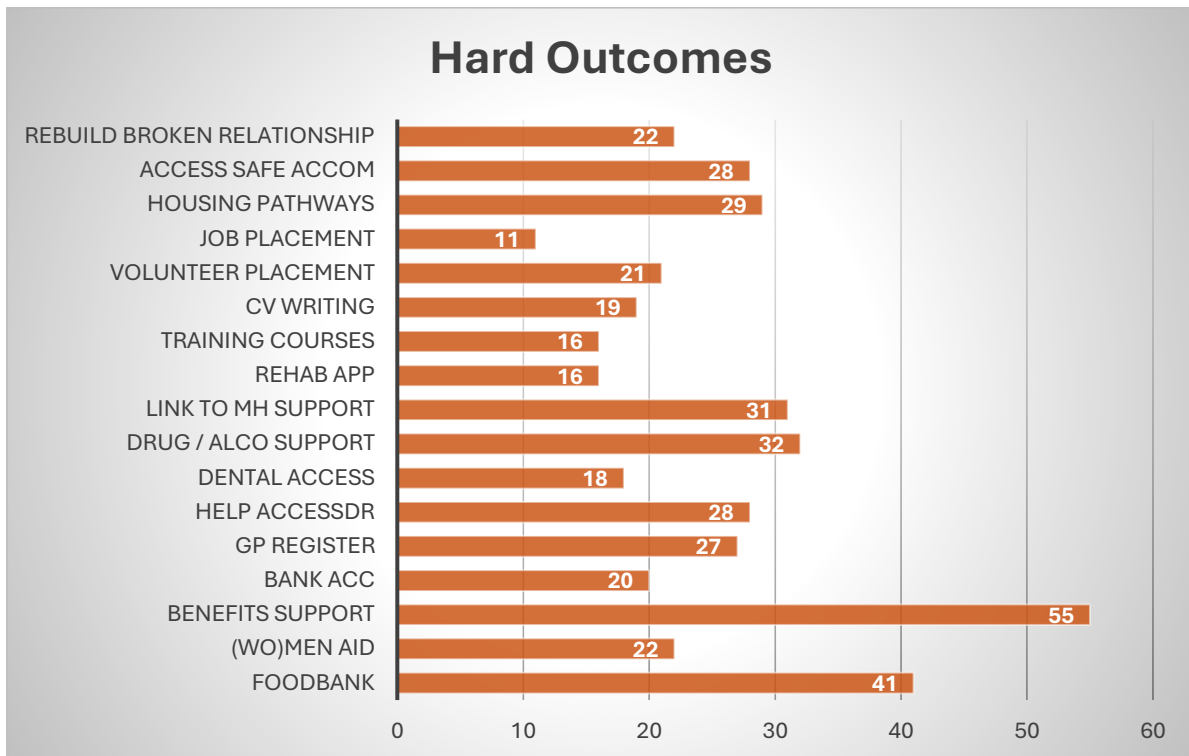
Of 128 referrals 63 were male, 65 female. All were triaged and supported with basic needs and/or connected with appropriate support. 54 went on to engage in our full mentoring programme.



The January peak was before we separated mentoring and response referrals. We monitor referral numbers to ensure we manage our capacity effectively. Referring agencies indicate they could easily triple referrals if additional capacity were available.



Impact



Personal stories

1. The challenge of leaving prison - Oscar

Oscar's dad referred him 4-5 weeks before he was due to be released from prison. His boy's childhood story was a picture of self-abuse, destructive behaviour, absconding and being excluded from schools. When he was in a referral unit, he tried to take his own life and failed. His life continued and he became involved in crime. He was involved in crime until he was arrested for armed robbery. He had at least 2 stretches in prison, and then a release in Summer 2024.

We worked to line up employment and accommodation before Oscar was released but this proved impossible due to a lack of key papers. Consequently, attempts to prepare Oscar for his release before he left prison were not possible. He suffered several accommodation setbacks when he was first released. Without a structure and planned pathway meant adjusting to being out took its toll. It then proved difficult to provide a safety net and route to rehabilitation and a renewed life.

Thanks to intensive work, building a good relationship with Oscar and his parent, the support of loved ones, life took a turn for the positive. Oscar found himself offered two employment opportunities and is now working full time and has moved into his own room in a HMO. He is managing to not only save, but also give and loan money to his loved ones. The combination of regular gym work, a job and a supportive parent continue to help him sustain a fresh start.

3. Learning to face into things – Tina

Tina was referred to us when bailed for an alcohol related incident, which had occurred months ago. Naturally, Tina was trying to stay out of trouble. Tina has a personality disorder. Her instinct to run away when scared often allows problems to escalate to the point of living in terror.

Tina had a run in with a neighbour after she accidentally opened a letter addressed to him. She opened it fast and didn't read who it was addressed to. She apologised instantly via a note which her 19 year-old son took round. Several days later the neighbour arrived on her doorstep making threats, she apologised again. He was very angry and threatening.

Tina was scared as she knew the neighbour had been in prison for grievous bodily harm - GBH. Tina didn't want to make an issue, but this only fed her anxiety and as a recovering alcoholic was on the edge of a dangerous place. This was all documented but Tina didn't want anything done.

6 weeks later the neighbour arrived at the door again in a very threatening manner. This time, without any provocation, he use a closed fist and made towards her as though to force entry into her house. It was only because she had large dogs he didn't enter. He became so aggressive and threatening he told her if she kept opening his post he would put a bullet through her head, indicating this with his hand towards her forehead. She felt her life had been threatened, she was fearful for her teenage children.

Tina rang Vennture very upset; this time her Link Worker persuaded her to speak to the police, and supported her to make an appointment to see a lady officer away from her property. The police lady asked Tina what she would like to happen, and Tina asked if someone could ask him to stay away, she didn't want trouble but wanted his behaviour to stop. The police lady was supportive and kind and later the same day the police visited the neighbour.

4. The unseen victims of drug crime – Ricardo

Ricardo was referred to us by HMP Hewell. He is a known drug addict with a long history of substance abuse. Following charges of 'possession with the intent to supply,' he was placed on remand at Hewell. By the time his court case was heard, he had been inside for 12 months, the time on remand was considered, and he was released a week after trial.

He had tried to use his prison time well. He engaged in education and purposeful activity. However, seeing his family visiting him inside hurt him immensely as he faced what he was putting them through. Fuelled by powerful new feelings of failure, despite every attempt to stop using drugs while inside, he came out with an even bigger habit. At times he was using unsafe and unregulated drugs, although he had a script for his drug use for the duration of his sentence and had access to recovery programs.

Facing the outside world brought Ricardo a different set of fears and emotions.

Through the mentoring process Ricardo disclosed he was full of shame and guilt; living with his mother and niece, he was facing two more impending court cases. The thought of seeing his family visit him were setting off the same triggers and feelings all over again. The Link Worker began to involve his mother and niece in helping him take small steps to put his life on a steady footing.

His family started to hope for better things as they saw small changes in Ricardo. They rallied to assist him in clearing his old flat and together with his Link Worker, they helped Ricardo get to Turning Point appointments for addiction support while his Link Worker supported him to access the Turning Point doctor in preparation for rehab. When rehab was first discussed, it was tears all round coupled with excitement. A rehab start date for Ricardo is was established and his mother agreed to drive him there and committed to visit.

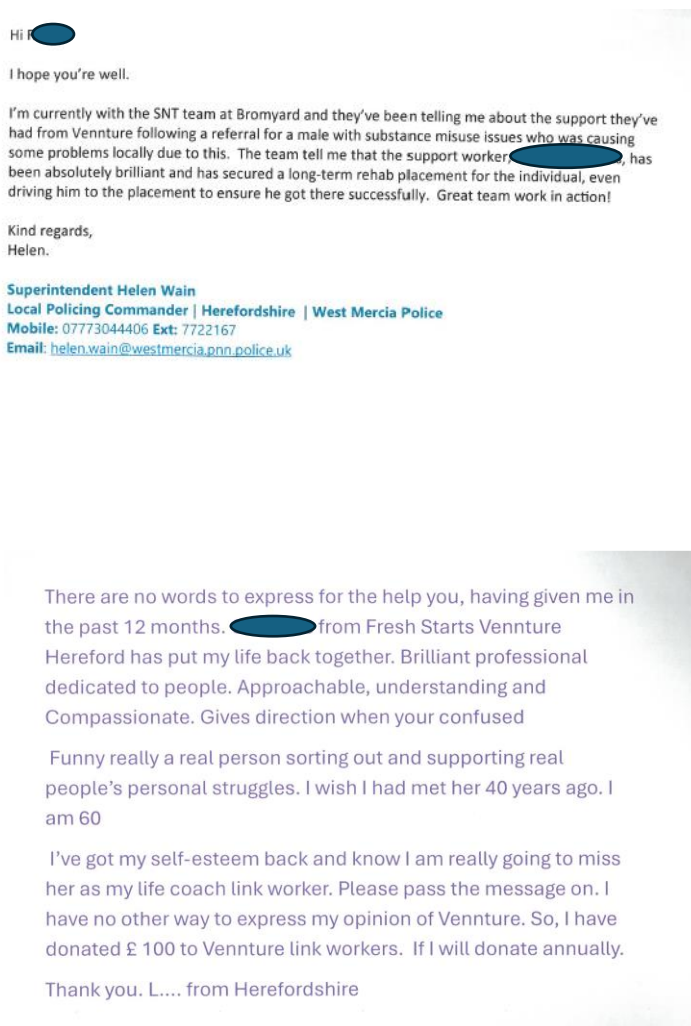
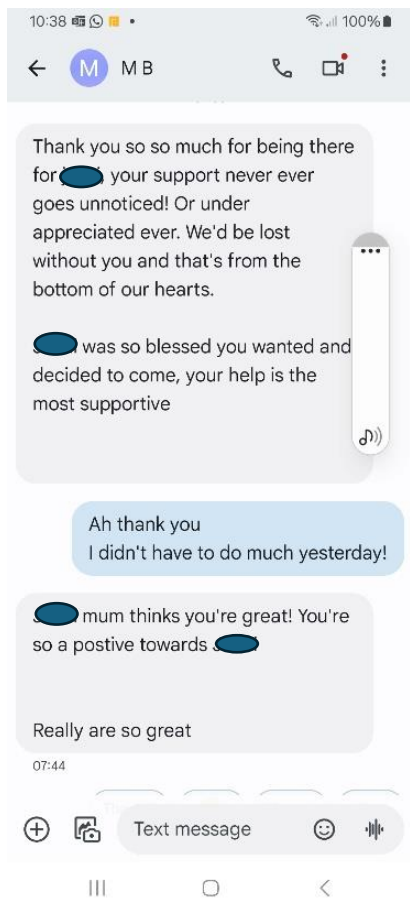
Working with the whole family in their home, wider issues emerged. Ricardo 's mother's poor physical health, worry and exhaustion were all too much. With all the strain, Ricardo's niece dropped out of education completely and stopped working. The Link Workers regular visits made them feel for the first time they had some support too.

As Ricardo went into rehab, this provided Link Worker time to work mentoring them. It emerged that mum has severe Mental Health difficulties and does not engage well with extended family or friends. The Link Worker encouraged mum to connect with an on-line training course and helped her to access it.

All three of the family now have their heads up and are looking forward for the first time in years. They all have embraced tremendous gratitude for the help they have derived from the in home mentoring.

Samples of Feedback Received

A weight has been lifted from my shoulders in a way thats very hard to explain. Thank you. Can you please pass on my deepest thank you, to everyone who is trying to help me. Its truly heart warming.



4. Street Presence Prevention Programmes

Overview

Responding to 'going-out trends', Herefordshire Vennture's Street Presence Teams expanded significantly in 2024 from Friday and Saturday night-time shifts to Thursday to Saturday twilight and night-time shifts.

Street Presence uniformed volunteer teams are also now growing a presence in Ross and Leominster. In addition, we extended our Lean on Me training and protocols to enable sixth formers and students to provide triage skills on the street.

These changes have increased Vennture's calm, reassuring uniformed presence, improved the responsive capability to support door staff and CCTV and allowed the Vennture street Presence to help more people come home safe. Cost savings for emergency services totalled £10,931.

276 incidents were attended, involving triaging 232 people; teams have observed a marked increases in the presence of white powder and on two occasions dealt with life threatening drug experimentation in 18/19 year olds.

57 incidents involved discouraging and reporting antisocial behaviour including drug dealing. 12 incidents involved deterring predators. Teams have growing concerns about the brazen approach of some exploitative behaviours connected with the growth of establishments with links to serious organised crime.

Working with West Mercia Police through the Hotspot Policing Initiative our teams 425 reports to reduce anti-social behaviour and crime.

-
- 2,562 volunteer hours.
 - New twilight shifts addressed demands of people presenting with needs in the early evening.
 - Began the expansion of operations into Ross and Leominster.
 - Lean-on-Me mobile response enhanced flexibility.
 - Supported 276 individuals to Come Home Safe: 232 intoxicated; 15 injuries; 18 kept safe.
 - 12 predators deterred and reported to police.
 - Reduced anti-social behaviour with 425 reports aiding West Mercia Police.
 - 2,562 volunteer hours
 - Cost savings for emergency services: £10,931.

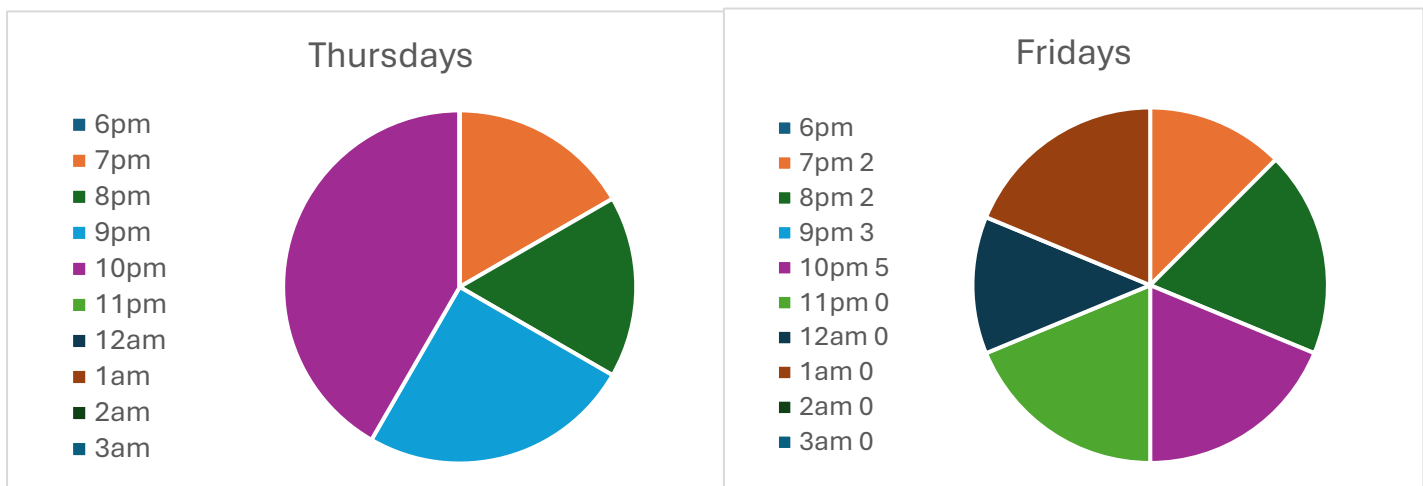
Deployment

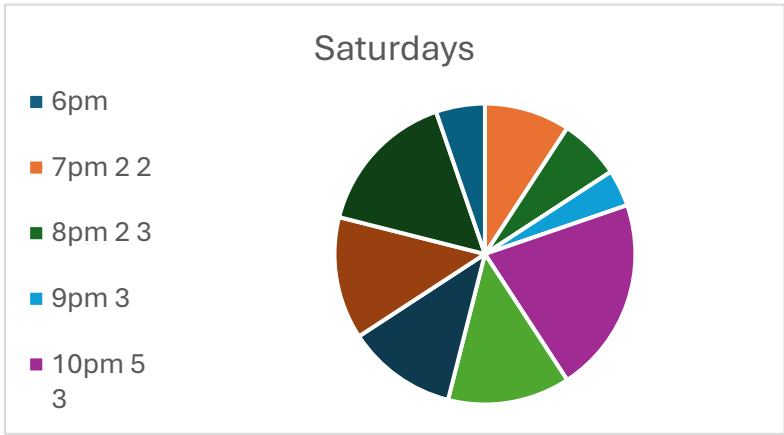
Data from 2023 and feedback from various agencies indicated that our teams were responding to incidents earlier in the evenings, a trend influenced by the evolving nighttime economy post-COVID. To meet these new demands, our street teams introduced twilight shifts, patrolling from 6pm to 11pm. This change provides a calm and reassuring presence in the city during peak footfall hours.

Lean on Me student teams have also gone mobile to produce more hours of visibility on the street, enhancing our presence, and ensuring the public feels safe and secure, utilising the consistent patrol hours.

Street Presence 2024			
	Shifts	Visible hours	Volunteer Hours
Street Pastors	63	378	1,134
Twilight Ambassadors	42	168	560
Daytime Ambassadors	80	240	480
LOM	14	70	280
Leominster	8	36	72
Ross	3	12	36
Totals	210	899	2,562

Since the implementation of twilight shifts in August 2024, the data below shows times that teams are called to incidents. The distribution of incidents from 7pm onwards highlights the necessity of our early evening patrols.

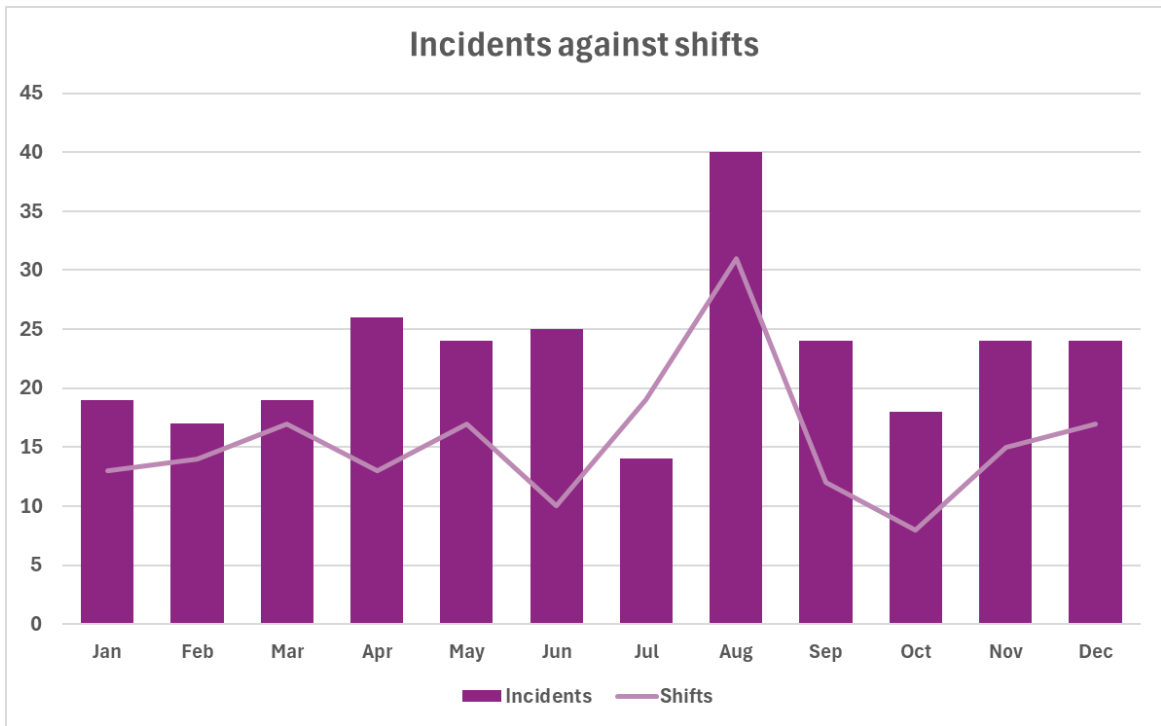




Impact

People Helped	Teams Out	Clearing		Handed Out				Agency Interactions
		Bottles	Broken Glass	Blankets	Water	Flip-Flops	Lollipops	
276	210	499	105	31	154	97	57	958

We continue to see a reduction in the number of bottles cleared indicating a continued reduction in preloading post covid.

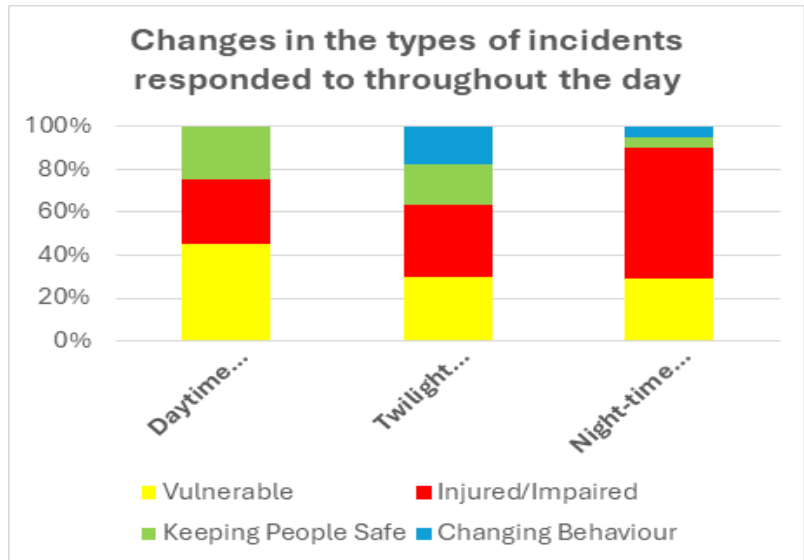


Our Street Presence patrols increased significantly during August 2024 due to additional training and ‘learning patrols’ linked to our working alongside West Mercia police in the hotspot’s initiative, aiming to reduce serious violent crime and anti-social behavior through sporadic uniformed patrols.

Patterns

Footfall in Hereford and The Market Towns continues to be unpredictable; payday weekends are not always indicators of peak footfall. Regardless, a pattern emerges in nature and types of incidents that teams attend at different times.

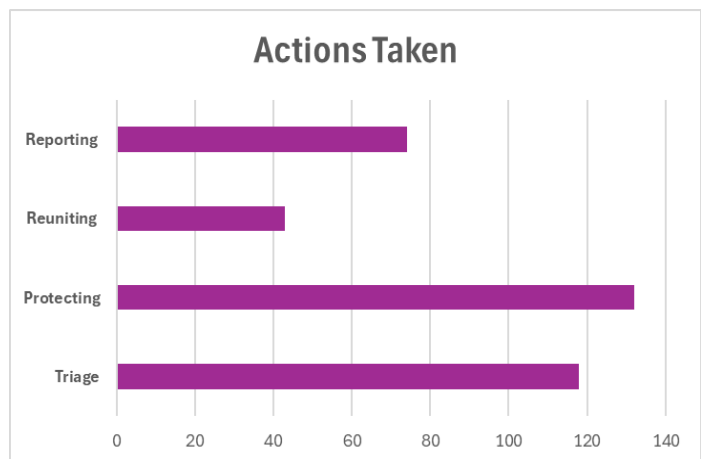
Incidents	
Isolated/Alone	17
Lost/Left Group	3
Upset	10
Vulnerable	18
Can’t Get Home	2
Injured	15
Suspect of Predator	3
Possible Predator	5
Intoxicated	232
Possible Drug Use	8
Homeless	5
Suspicious Behaviour	13
Suicidal	1



Incidents attended are increasing in line with additional patrols and the most common reasons for engaging have continued to be: ‘helping the injured and impaired’ and ‘supporting the vulnerable.’ Everyone encountered is triaged fully. The numbers of those with significant injuries increased significantly over December resulting in a greater number of people being taken to A&E than usual.

We see a clear trend in twilight shifts towards promoting safety and supporting vulnerable individuals, addressing concerns such as isolation, mental health, and homelessness. By being present during these hours, our teams are able to engage with individuals who might not otherwise seek help, creating a bridge to critical resources and support services.

Meanwhile, nighttime teams continue to provide essential support to those out in the night-time.



These teams handle more acute situations, including intoxication, injury, and safeguarding vulnerable individuals in high-risk environments. The complementary roles of the daytime and nighttime teams ensure a seamless and effective approach to street safety and support across a broader timeframe.

Our teams focus on making sure every person they encounter doesn't leave our care until they are safe, this includes performing a quick medical assessment when we initially engage with an individual so they can always make the most informed decisions about what care that person needs.

Savings

One of the primary objectives of our street team is to alleviate the burden of unnecessary demand on emergency services - including A&E.

Analysing the outcomes of the incidents we attend allows us to quantify the impact of our role as the initial point of contact on the street. Our street triage determines the level of care required, making sure those who need to be assessed in A&E are taken their quickly and handed on with a full medical history; those who can be placed in supervised recovery in our safe place are cared for better allowing emergency services to respond faster.

	Number Prevented	Monetary Value
Ambulance call outs saved	18	£7,506
A&E admissions prevented	25	£3,425
Total Saving		£10,931

6th Form students

Post covid, the number of individuals requiring supervised recovery in our Safe space by our Lean-on-Me volunteers has gradually declined, despite the consistency of incidents occurring on the street. This possibly reflects a national trend of young people drinking less, though this contrasts with the increasing prevalence of ‘white powder’ in the night time economy.

In conjunction with the noticeable shift in timing of these incidents, a growing frequency of occurrences earlier in the evening, the Lean-on-Me program underwent significant restructuring in 2024 to enhance the student’s volunteering experiencing and maximising their contribution. This year, the program transitioned to a fully mobile response unit, enabling more flexible and efficient support for those in need. The “Donkeys”—our specially equipped vans— were equipped so they are prepared to handle anything from minor injuries to more severe incidents, including acid attacks. The “Donkeys” are also equipped with Automated External Defibrillators (AEDs).

We have now set up the Donkeys so people can be triaged in the back of the vehicle safely. The supervised recovery space remains available in The Merton for use if an individual requires extended recovery time.

Part of the additional training that students are undertaking relates to street safety – their own as well as those they care for. This has provided valuable opportunity to raise their awareness of CCTV, safe routes home and areas presenting specific risks. This has led to 6th formers raising concerns for their friends and encouraged them to become peer advocates in the 6th form.

New student recruitment for the Lean-on-Me program went well in 2024, with nine new students joining the initiative. These students have completed their training and have already begun their practical work on the streets. They are set to graduate on February 27, 2025, further strengthening our ability to provide comprehensive street support.

“I would recommend this programme to anyone who has a passion for caring for others and wants to help vulnerable people feel safe again. It is also a great way to show your enthusiasm for health and social care when applying to related professions” – Student

Case Studies

Our work on the streets often involves handling challenging situations with compassion and care. Here are four examples of how our teams have made a difference:

Supporting a Vulnerable Teenager: One evening, our team encountered a 12-year-old girl who had consumed a bottle and half of vodka. She was in a severely impaired state and required urgent care. Our team provided immediate support, ensuring she was safe and received the medical attention she needed while they waited for Police and an ambulance to attend. The team then supported the police in reconnecting her with her mum, who we transported to the hospital to be with her.

Responding to a Medical Emergency: Our team received a call from door staff at a venue about an unconscious young woman outside the venue. Her friends were panicking and unsure of how to help. Upon arrival, we conducted a basic medical check and determined she needed immediate hospital care having taken ketamine and alcohol. We transported her to the hospital in the Donkey, accompanied by a few of her friends, ensuring she had support during the transfer. We then provided support to the friends as it had been a traumatic experience, whilst ensuring the parents of the young person were contacted to ensure a safe return home.

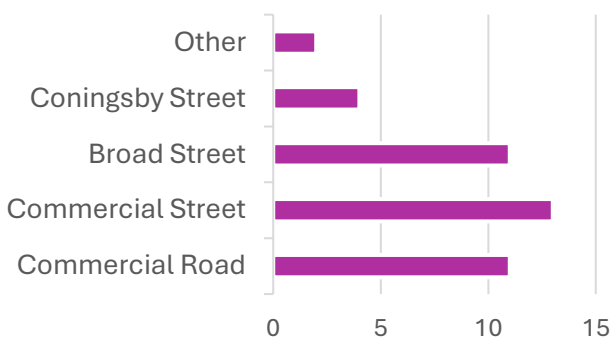
These case studies illustrate the critical role our Street Presence Teams play in safeguarding and supporting individuals in need, reinforcing our commitment to making Herefordshire’s streets safer for everyone.

Hotspot Strategy

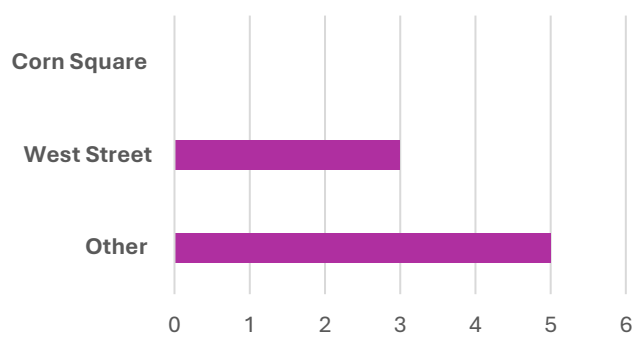
West Mercia Police’s *Operation Radiate* focuses on having a visible uniformed presence in vulnerability hotspots identified by high levels of crime and anti-social behaviour. The uniformed presence acts to deter bad behaviour while providing a reassuring presence to the public.

We have contributed to the project in Hereford and Leominster since its launch in August 2024. Our Street Teams have made 425 patrol reports to Operation Radiate, which have been instrumental in addressing the safety of these targeted areas and tackling the wider aim of reducing anti-social behavior and crime across the country.

Incidents in Hereford



Incidents in Leominster



Using National College of Policing definitions, a total of 57 incidents of anti-social behavior were recorded, with most hotspots aligning closely with expected activity levels. An exception was Leominster’s Corn Square, which saw lower-than-expected incident levels due to construction which ran from the start of the project and finished mid-December. This data has been recorded into police databases, informing strategies to reduce crime and improve safety in and around the hotspots, enhancing their safety.

Recent reports from the police indicate that this initiative is having the desired effect on crime and anti-social behaviour levels not only in those areas but surrounding areas as well. This noticeable reduction in anti-social behavior and crime underscores the effectiveness of these targeted interventions and creating a safer Herefordshire.

“[Vennture] supporting the most vulnerable through a number of different projects for some considerable time is recognised across the Community Safety Partnership and beyond as it not only provides reassurance to the community in the County of Herefordshire, but reduces the demand on police, ambulance and other health services by preventing or intervening before issues escalate to these services.” – West Mercia Police

Conclusion

2024 was transformative for Vennture’s Street Presence initiative, marked by significant achievements and progress. From the introduction of the expanded Street Presence hours of Twilight to laying the groundwork for extending coverage to Ross and Leominster, our teams have continued to expand and adapt to meet the evolving needs of our community.

The Lean-on-Me program’s transition to a mobile unit demonstrated our commitment to providing flexible and efficient support, while continuing to meet the needs of the community. The successful recruitment of nine new students and 6 new adult volunteers ensures this essential service will remain robust in 2025 and beyond. These new recruits have already made a meaningful impact on the streets, learning and supporting our stable and committed cohort of volunteers.

Our involvement in the Hotspot Policing Initiative has not only helped reduce anti-social behaviour and crime in high-risk areas it has also strengthened our cross-sector working. The data gathered and shared through this initiative underscores the value of our street presence in fostering safer and more connected communities.

Together, these efforts represent a holistic approach to community care—one that combines immediate assistance, preventative measures, and long-term support. As we move forward, Vennture’s Street Presence Teams will continue to be a beacon of safety, compassion, and hope for all those in need reinforcing our commitment to making Herefordshire’s streets safer for everyone.

“It was so wonderful to be in a room of people that cared so much for others, it something you don’t get to see in other places and I felt I was part of something special” – A new street volunteer

Vennture Enterprises
(a wholly owned subsidiary of Herefordshire Vennture)

Chairs report
The Merton Hotel

Vennture Enterprises Limited

Chairs Report

Vennture Enterprises Limited was registered as a wholly owned subsidiary of the charity in December 2021. Its objective is primarily to provide an alternative income stream for the charity through property and, longer term, to support the charity's social objective of 50 front doors.

The purchase of The Merton in 2022 for emergency accommodation under a council contract really came to fruition in 2024 with occupancy averaging around 90%. Interest on the charity loan is now over £50K pa, with excess profits over £2.8K per calendar month, which will be gifted back to the charity.

Finances have also allowed for increased administrative and financial staff based at the charity's offices and improved support staffing at the Merton. The housekeeping function has been taken back in hand, saving considerable costs going forward.

The increased demand has impacted on the wear and tear of the Merton and increased maintenance and improvements are required, which are provided for in next year's budget.

Challenges with Herefordshire Council management and their budgets has had to be managed carefully, but operationally there is an excellent relationship and, most importantly, the guests feel safe and supported at the Merton endorsing the excellent work of the team.

The accounts for Vennture Enterprises Limited have been prepared on a going concern basis, on the understanding that the only shareholder, and primary mortgage holder upon the company's assets is Herefordshire Vennture 'the parent company'.

Hugh Pattison-Appleton

Chair

The Merton Hotel

Residents

This year we provided emergency accommodation to 28 families including 30 children and 48 individuals.

It is important to remember that all our guests have gone through a recent trauma of facing homelessness, often after a series of other traumatic experiences such as relationship breakdown, abuse, job loss or eviction.

Often they come to us very scared, isolated and alone having lost connection with people, place and purpose. Many do not have the resilience to hold a conversation. Many cry themselves to sleep for the first few nights. Most are just like us – ordinary, decent, hardworking people who have hit a big bump in the road.

Improvements

2024 was a dynamic year for The Merton Hotel deepening our application of our Vennture values: Faith, Love and Endeavour.

Values: We integrate Vennture's Christian values into all our daily operations – internally and with our guests. By doing so, we have created an environment where faith, love, and endeavour are not practiced by the team and embraced by the people we serve. Guests comment on the positive, supportive atmosphere that extends beyond the walls of the hotel, helping guests apply these values in their personal lives and interactions with others.

Feeling safe: Our team put significant effort into enhancing the overall guest experience – especially in helping residents be and feel safe. We cultivate a welcoming and homely atmosphere through small acts of *Loving People Better*: actively listening to our guests, understanding their needs, and ensuring we provide the best and most suitable adaptations as possible.

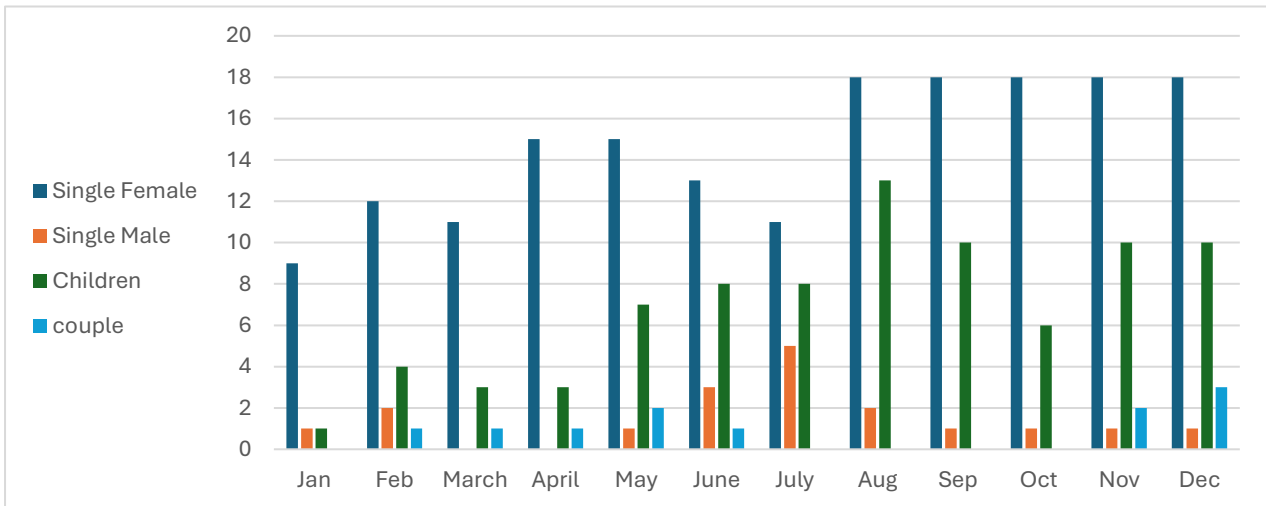
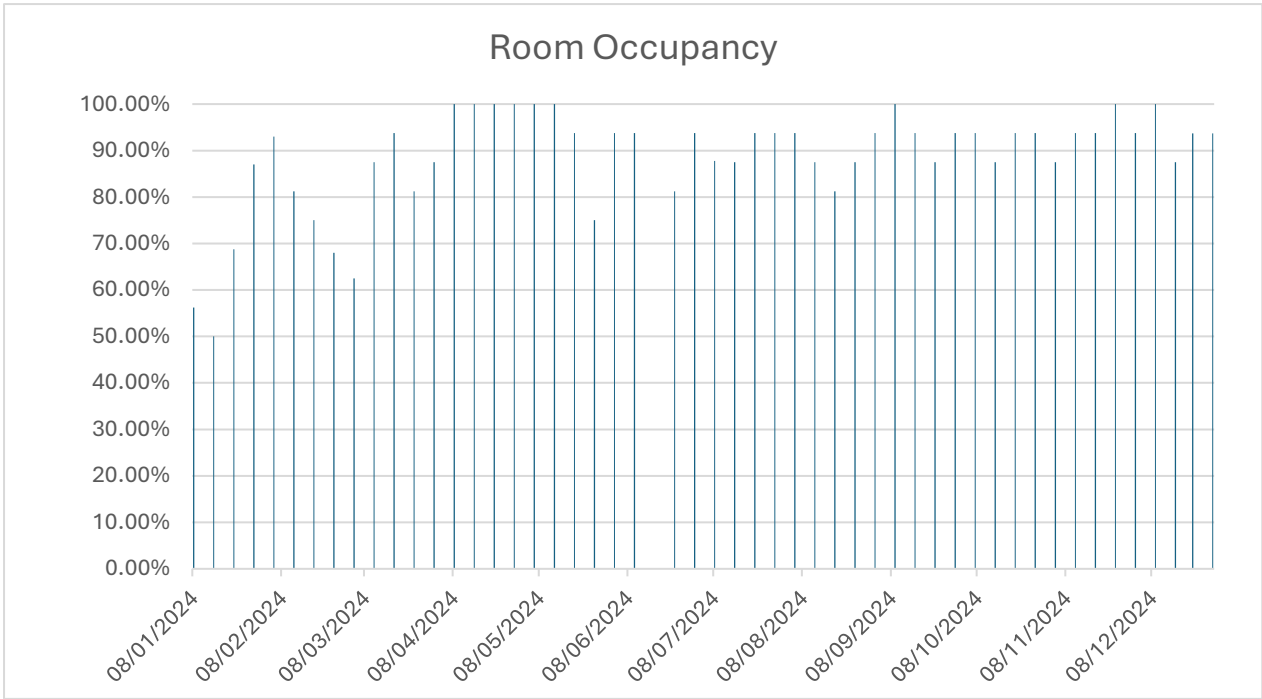
Community: We have a strong sense of community within the hotel and we created a space where guests feel comfortable to engage, share, and connect with one another. This allows guests to build meaningful friendships, not only among adults but also extending to the children. We encourage peer support groups to form naturally so no one feels alone. Eating together builds natural connections and contributes to a welcoming and inclusive atmosphere that enhances the overall sense of belonging and acceptance.

Connections: Through our ongoing engagements with guests, we have been able to identify several gaps in their understanding of their current situation as well as basic life skills. These insights have provided us with valuable opportunities to connect guests with a wide range of support services. By collaborating with various professionals, we have been able to offer tailored assistance that meets the specific needs of individuals staying at The Merton.

Support: Through working with Venntures such as Taurus Health Care and Healthy Lifestyles, we have been able to offer a variety of support, ranging from practical skills like basic cooking and budgeting to more specialized assistance, including mental health support and addiction recovery services. These collaborations have not only helped guests address immediate needs but have also empowered them with the tools and knowledge to improve their overall well-being and quality of life. By addressing these underlying issues, we are fostering a supportive environment that contributes to long-term positive outcomes for our guests.

Occupancy

2024 average occupancy at The Merton has been 88.9%; it remained high to the end of 2024, consistently exceeding our target of 90%. This means that, on average, only one room has been left vacant at any given time, reflecting the high demand for our rooms. We maintain this level of occupancy through a combination of planning and being responsive, ensuring we meet the needs of our guests and Hereford Council. Our relationship with the council's temporary accommodation team has been steadily growing.



	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
Single Female	9	12	11	15	15	13	11	18	18	18	18	18
Single Male	1	2			1	3	5	2	1	1	1	1
Children	1	4	3	3	7	8	8	13	10	6	10	10
couple		1	1	1	2	1					2	3
Sum	11	19	15	19	25	25	24	33	29	25	31	32

The prevalence of **Single Females, 61%**, and **Children, 29%** in the occupancy emphasise the need for our values driven approach and prioritising people feeling safe – especially in the context of growing awareness of the inadequacy of provision for these groups. The strong and consistent demand for rooms throughout the year, with several weeks reaching full capacity, demonstrates the need for us to grow our capacity by acquiring further properties.

Operations

Appointing a dedicated manager to oversee the operation of The Merton has made a transformational difference. As has been described, it has enabled us to realise our ambition to create a safe, secure and well-purposed environment albeit within very tight contractual and budgetary constraints.

Maintenance: Maintaining the building poses its challenges given the age of the property. We uphold standards across the building through a predictive prevention focussed plan to ensure the property remains in good condition and operates smoothly. In 2025 we will begin the work of drawing up plans for the conversion of the building.

We have brought our cleaning services in-house to give us greater control over quality and consistency, while also providing the added benefit of reducing our costs.

People: Now we are operating in a 'stable state', we have reassessed our Merton team's roles and structure. As a result, we have developed a comprehensive plan to streamline the workings of the hotel over the next year to:

1. Create a more supportive and sustainable working environment,
2. Enhance the overall efficiency and effectiveness of the team,
3. Make things easier for individuals,
4. Improve the team's availability to residents.

Business: We are humbled by the support we receive from local Hereford businesses. We have been gifted a wide range of items, including air fryers, handmade blankets, and cuddly teddies for children, in addition to, a TV for our communal area, clothing, children's toys, and much more. Each contribution, big or small, has made a profound difference and accelerated our ability to create an environment of security and well-being.

Going forward we want to nurture business relationships that address the biggest challenges facing our residents: financial independence and the ability to self-determine. We want to collaborate with businesses to open opportunities for our residents to gain skills and reconnect with meaningful employment.

Community: Christmas illustrated the support we enjoy from our local community. As you can imagine, Christmas is particularly difficult for many of our guests. Thanks to the overwhelming generosity of our local community, we were able to bring some joy to their lives, our heartfelt thanks are due for donations from Dunelm, Brightwells, The Green Dragon, The Cathedral as well as from a kind-hearted family from Hereford, which ensured that every guest woke up to a gift on Christmas morning.

Strategy

The Board and Charity remain committed to a strategy of acquiring further properties which meet 2 criteria: **Short-term** to offer the opportunity to reduce the local emergency accommodation crisis; **Long-term** to find properties which are convertible to safe, secure Vennture Homes for families escaping homelessness, or care-experienced young people.

We are cultivating collaborative relationships with Warwick Business School, Stronger Families and Children (SFAC) and The National House Project to realise our ambitions. In 2025 we will acquire our third property and bring on board dedicated resource to grow and deliver the proposition.

AUDITORS

The auditors, Thorne Widgery Accountancy Ltd, will be proposed for re-appointment at the forecoming 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:

.....
Rev S Tarlton-Trustee

Statement of Trustees' Responsibilities
for the Year Ended 31 December 2024

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 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".

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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 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 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'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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

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

.....
Rev S Tarlton - Trustee

Opinion

We have audited the group and parent charitable company financial statements of Herefordshire Vennture (the 'group' and 'parent charitable company') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Balance Sheet, the Consolidated 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 group and parent's financial statements:

- give a true and fair view of the state of the group and parent charitable company's affairs as at 31 December 2024 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 group and parent charitable company 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 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.

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 group and parent's 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 group and parent charitable company 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 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'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 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 group and parent's 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 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.

Report of the Independent Auditors to the Trustees of
Herefordshire Vennture

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.

Use of our report

This report is made solely to the group and parent charitable company'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 group and parent charitable company'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 group and parent charitable company and the charitable company'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:

Consolidated Statement of Financial Activities
for the Year Ended 31 December 2024

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	64,005	13,562	13,608	91,175	72,901
Charitable activities						
Helping families, young people and individuals	5	46,540	-	897,097	943,637	607,143
Other trading activities	3	62,230	269,290	-	331,520	175,174
Investment income	4	839	-	162	1,001	1,062
Other income		109	-	456	565	1,479
Total		<u>173,723</u>	<u>282,852</u>	<u>911,323</u>	<u>1,367,898</u>	<u>857,759</u>
EXPENDITURE ON						
Raising funds		-	235,932	-	235,932	58,285
Charitable activities						
Helping families, young people and individuals	6	<u>352,362</u>	<u>33,744</u>	<u>828,177</u>	<u>1,214,283</u>	<u>1,112,559</u>
NET INCOME/(EXPENDITURE)		(178,639)	13,176	83,146	(82,317)	(313,085)
Transfers between funds	20	114,723	28,965	(143,688)	-	-
Gain on revaluation of investment property		<u>-</u>	<u>226,625</u>	<u>-</u>	<u>226,625</u>	<u>-</u>
Net movement in funds		(63,916)	268,766	(60,542)	144,308	(313,085)
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>121,745</u>	<u>860,562</u>	<u>895,285</u>	<u>1,877,592</u>	<u>2,190,677</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>57,829</u></u>	<u><u>1,129,328</u></u>	<u><u>834,743</u></u>	<u><u>2,021,900</u></u>	<u><u>1,877,592</u></u>

The notes form part of these financial statements

Consolidated Balance Sheet
31 December 2024

	Notes	31.12.24 £	31.12.23 £
FIXED ASSETS			
Tangible assets	12	826,139	841,734
Investments	13	<u>937,000</u>	<u>705,530</u>
		1,763,139	1,547,264
CURRENT ASSETS			
Debtors	14	221,762	192,910
Cash at bank and in hand		<u>433,674</u>	<u>535,782</u>
		655,436	728,692
CREDITORS			
Amounts falling due within one year	15	(115,060)	(90,742)
		<u>540,376</u>	<u>637,950</u>
NET CURRENT ASSETS			
		2,303,515	2,185,214
CREDITORS			
Amounts falling due after more than one year	16	(281,615)	(307,622)
		<u>2,021,900</u>	<u>1,877,592</u>
NET ASSETS			
FUNDS	20		
Unrestricted funds		1,187,157	982,307
Restricted funds		<u>834,743</u>	<u>895,285</u>
TOTAL FUNDS		<u>2,021,900</u>	<u>1,877,592</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

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

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

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

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

.....
Rev S Tarlton - Trustee

The notes form part of these financial statements

Balance Sheet
31 December 2023

	Notes	31.12.24 £	31.12.23 £
FIXED ASSETS			
Tangible assets	12	824,752	841,734
Investments	13	<u>1</u>	<u>1</u>
		824,753	841,735
CURRENT ASSETS			
Debtors	14	983,009	993,718
Cash at bank and in hand		<u>420,595</u>	<u>514,474</u>
		1,403,604	1,508,192
CREDITORS			
Amounts falling due within one year	15	<u>(78,572)</u>	<u>(58,460)</u>
		<u>1,325,032</u>	<u>1,449,732</u>
NET CURRENT ASSETS			
		2,149,785	2,291,467
TOTAL ASSETS LESS CURRENT LIABILITIES			
CREDITORS			
Amounts falling due after more than one year	16	<u>(281,615)</u>	<u>(307,622)</u>
		<u>1,868,170</u>	<u>1,982,845</u>
NET ASSETS			
FUNDS	20		
Unrestricted funds		1,033,433	1,088,560
Restricted funds		<u>834,737</u>	<u>895,285</u>
TOTAL FUNDS		<u>1,868,170</u>	<u>1,983,845</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

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

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

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

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

.....
Rev S Tarlton - Trustee

The notes form part of these financial statements

Herefordshire Vennture

Consolidated Cash Flow Statement
for the Year Ended 31 December 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	(53,169)	(91,375)
Interest paid		<u>(28,323)</u>	<u>(17,276)</u>
Net cash used in operating activities		<u>(81,492)</u>	<u>(108,651)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(17,947)	(14,414)
Purchase of investment property		(4,845)	(22,111)
Sales of tangible fixed assets		2,136	-
Reclassification of assets		-	(4,435)
Interest received		<u>1,001</u>	<u>1,062</u>
Net cash provided by/(used in) investing activities		<u>(19,655)</u>	<u>(39,898)</u>
Cash flows from financing activities			
New loans in year		-	294,034
Loan repayments in year		<u>(961)</u>	<u>(4,488)</u>
Net cash provided by financing activities		<u>(961)</u>	<u>289,546</u>
Change in cash and cash equivalents in the reporting period			
		(102,108)	140,997
Cash and cash equivalents at the beginning of the reporting period			
		<u>535,782</u>	<u>394,785</u>
Cash and cash equivalents at the end of the reporting period			
		<u>433,674</u>	<u>535,782</u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 December 2024

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.24	31.12.23
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(82,317)	(313,085)
Adjustments for:		
Depreciation charges	29,950	32,141
Interest received	(1,001)	(1,062)
Interest paid	28,323	17,276
Decrease/(increase) in debtors	(28,852)	167,639
Decrease in creditors	<u>728</u>	<u>5,716</u>
Net cash used in operations	<u>(53,169)</u>	<u>(91,375)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank and in hand	<u>535,782</u>	<u>(102,081)</u>	<u>433,674</u>
	<u>535,782</u>	<u>(102,081)</u>	<u>433,674</u>
Debt			
Debts falling due within 1 year	(6,925)	(25,046)	(31,972)
Debts falling due after 1 year	<u>(307,622)</u>	<u>26,007</u>	<u>(281,615)</u>
	<u>(314,547)</u>	<u>961</u>	<u>(313,587)</u>
Total	<u>221,235</u>	<u>(101,147)</u>	<u>120,087</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, 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.

Group Financial Statements

The results of Herefordshire Vennture and its wholly owned subsidiary Vennture Enterprises Limited have been consolidated and group accounts have been presented. All transactions between the Charity and its subsidiary have been eliminated on consolidation. A separate statement of financial activities and income and expenditure account for the Charity itself are not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

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. The charitable company has the continued support of its bankers and funders 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 Charity has a clear, well-resourced plan to continue to further diversify and increase its income in 2025 and build its unrestricted reserves.

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

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 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.

1. ACCOUNTING POLICIES - continued

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

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.

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 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.

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in profit or loss.

Investment property is initial recognised at cost and subsequent remeasured to fair value at each reporting date, with charges to fair value recognised in profit or lose.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

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

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.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

1. ACCOUNTING POLICIES - continued

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.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Donations	65,998	12,601	78,599	63,843
Gift aid	<u>11,569</u>	<u>1,007</u>	<u>12,576</u>	<u>9,058</u>
	<u>77,567</u>	<u>13,608</u>	<u>91,175</u>	<u>72,901</u>

Included within the above unrestricted total is £13,562 of designated income.

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Room hire	4,568	-	4,568	4,615
Vennture Enterprises Ltd	<u>326,952</u>	<u>-</u>	<u>326,952</u>	<u>170,559</u>
	<u>331,520</u>	<u>-</u>	<u>331,520</u>	<u>175,175</u>

Included within the above unrestricted total is £269,290 of designated income.

4. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Deposit account interest	839	162	1,001	1,062
Intercompany loan interest	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>839</u>	<u>162</u>	<u>1,001</u>	<u>1,062</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.24	31.12.23
	Helping families, young people and individuals	Total activities
	£	£
Grants	939,752	602,943
Training services provided	<u>3,885</u>	<u>4,200</u>
	<u>943,637</u>	<u>607,143</u>

Income from charitable activities is split £46,540 unrestricted and £897,097 restricted.

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

	31.12.24	31.12.23
	£	£
Garfield Weston Foundation	45,000	-
The Eveson Charitable Trust	95,000	-
Building Better Opportunities	-	30,834
Herefordshire Council	323,562	146,217
Hereford Cathedral	34,167	94,000
Herefordshire Community Foundation	5,297	1,000
West Mercia Police and Crime Commissioner Exchequer Services	50,000	3,000
Landau Ltd	-	2,781
Lloyds Bank Foundation	-	25,000
Gorsley Baptist Church	760	1,350
Secretary of State for Work and Pensions	251,281	124,983
The National Lottery Community Fund	-	63,484
Baring Foundation	-	37,000
Hereford City Council	1,500	3,000
West Mercia Community Safety Partnerships	13,818	20,294
Ludlow Trust Company Ltd	-	5,000
Community Chaplaincy Association	-	10,000
Mental Health Rough Sleeper Project	-	35,000
Access Reach Fund	14,950	-
Albert Hunt	7,000	-
Victoria Charitable Foundation	950	-
NHS Herefordshire & Worcestershire ICB	95,967	-
St Martins in the Field Charity	<u>500</u>	<u>-</u>
	<u>939,752</u>	<u>602,943</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities £	Support costs (see note 7) £	Totals £
Helping families, young people and individuals	<u>937,896</u>	<u>4,746</u>	<u>271,641</u>	<u>1,214,283</u>

7. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
Helping families, young people and individuals	<u>29,565</u>	<u>53,398</u>	<u>172,256</u>	<u>16,422</u>	<u>271,641</u>

8. NET INCOME/(EXPENDITURE)

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

	31.12.24	31.12.23
	£	£
Auditors' remuneration	20,217	16,314
Depreciation - owned assets	29,950	32,140
Operating lease payments	<u>10,272</u>	<u>9,874</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

10. STAFF COSTS

	31.12.24	31.12.23
	£	£
Wages and salaries	835,570	757,338
Social security costs	66,057	55,855
Other pension costs	<u>16,131</u>	<u>13,749</u>
	<u>917,758</u>	<u>826,942</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

10. STAFF COSTS - continued

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

	31.12.24	31.12.23
Management	7	8
Other staff	<u>31</u>	<u>23</u>
	<u>38</u>	<u>31</u>
Vennture Enterprises Ltd	<u>14</u>	<u>7</u>
	<u>52</u>	<u>38</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.24	31.12.23
£70,001 - £80,000	<u>1</u>	<u>1</u>

The full time equivalent number of staff was 34.58 (2023: 23.95).

Total key management personnel benefits amounted to £332,792 (2023: £338,588).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	66,038	-	6,863	72,901
Charitable activities				
Helping families, young people and individuals	62,000	5,000	540,143	607,143
Other trading activities	55,486	119,688	-	175,174
Investment income	787	-	275	1,062
Other income	<u>1,479</u>	<u>-</u>	<u>-</u>	<u>1,479</u>
Total	<u>185,790</u>	<u>124,688</u>	<u>547,281</u>	<u>857,759</u>
EXPENDITURE ON				
Raising funds	-	58,285	-	58,285
Charitable activities				
Helping families, young people and individuals	<u>378,626</u>	<u>68,713</u>	<u>665,220</u>	<u>1,112,599</u>
NET INCOME/(EXPENDITURE)	(192,836)	(2,310)	(117,939)	(313,085)
Transfers between funds	<u>159,039</u>	<u>(37,002)</u>	<u>(122,037)</u>	<u>-</u>
Net movement in funds	(33,797)	(39,312)	(239,976)	(313,085)
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>155,542</u>	<u>899,874</u>	<u>1,135,261</u>	<u>2,190,677</u>
TOTAL FUNDS CARRIED FORWARD	<u>121,745</u>	<u>860,562</u>	<u>895,285</u>	<u>1,877,592</u>

12. TANGIBLE FIXED ASSETS**GROUP**

	Freehold property £	Assets Under Construction £	Improvements to Property £	
COST				
At 1 January 2024	655,550	65,934	135,681	
Additions	-	8,076	-	
Disposals	-	-	-	
At 31 December 2024	<u>655,550</u>	<u>74,010</u>	<u>135,681</u>	
DEPRECIATION				
At 1 January 2024	33,085	-	16,713	
Charge for year	13,111	-	6,785	
Eliminated on disposal	-	-	-	
At 31 December 2024	<u>46,196</u>	<u>-</u>	<u>23,498</u>	
NET BOOK VALUE				
At 31 December 2024	<u>609,354</u>	<u>74,010</u>	<u>112,183</u>	
At 31 December 2023	<u>622,465</u>	<u>65,934</u>	<u>118,968</u>	
	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2024	29,971	2,499	70,789	960,394
Additions	1,740	-	8,131	17,947
Disposal	-	-	(4,355)	(4,355)
At 31 December 2024	<u>31,681</u>	<u>2,499</u>	<u>74,565</u>	<u>973,986</u>
DEPRECIATION				
At 1 January 2024	7,568	1,458	59,836	118,660
Charge for year	3,585	500	5,969	29,950
Eliminated on disposal	-	-	(763)	(763)
At 31 December 2024	<u>11,153</u>	<u>1,958</u>	<u>65,042</u>	<u>147,847</u>
NET BOOK VALUE				
At 31 December 2024	<u>20,528</u>	<u>541</u>	<u>9,523</u>	<u>826,139</u>
At 31 December 2023	<u>22,373</u>	<u>1,041</u>	<u>10,953</u>	<u>841,734</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.

12. TANGIBLE FIXED ASSETS - continued**CHARITY**

	Freehold property £	Assets Under Construction £	Improvement to Property £	
COST				
At 1 January 2024	655,550	65,934	135,681	
Additions	-	8,076	-	
Disposals	-	-	-	
At 31 December 2024	<u>655,550</u>	<u>74,010</u>	<u>135,681</u>	
DEPRECIATION				
At 1 January 2024	33,085	-	16,713	
Charge for year	13,111	-	6,785	
Eliminated on disposal	-	-	-	
At 31 December 2024	<u>46,196</u>	<u>-</u>	<u>23,498</u>	
NET BOOK VALUE				
At 31 December 2024	<u>609,354</u>	<u>74,010</u>	<u>112,183</u>	
At 31 December 2023	<u>622,465</u>	<u>65,934</u>	<u>118,968</u>	
	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 January 2024	29,941	2,499	70,789	960,394
Additions	-	-	8,131	16,207
Disposals	-	-	(4,355)	(4,355)
At 31 December 2024	<u>29,941</u>	<u>2,499</u>	<u>74,565</u>	<u>972,246</u>
DEPRECIATION				
At 1 January 2024	7,568	1,458	59,836	118,660
Charge for year	3,232	500	5,969	29,597
Eliminated on disposal	-	-	(763)	(763)
At 31 December 2024	<u>10,800</u>	<u>1,958</u>	<u>65,042</u>	<u>147,494</u>
NET BOOK VALUE				
At 31 December 2024	<u>19,141</u>	<u>541</u>	<u>9,523</u>	<u>824,752</u>
At 31 December 2023	<u>22,373</u>	<u>1,041</u>	<u>10,953</u>	<u>841,734</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.

13. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 January 2024 and 31 December 2024	<u>1</u>
NET BOOK VALUE	
At 31 December 2024	<u><u>1</u></u>
At 31 December 2023	<u><u>1</u></u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Vennture Enterprises Ltd

Registered office: United Kingdom

Nature of business: Provision of accommodation

Class of share:	%	31.12.24	31.12.23
Ordinary	holding	£	£
	100		
Aggregate capital and reserves		(72,894)	(106,252)
Profit/(loss) for the year before tax and gains		<u>33,358</u>	<u>(40,372)</u>

The charity's shareholding in the wholly owned subsidiary, Vennture Enterprises Limited (company number 13794131) is included in the balance sheet at the cost of the share capital owned.

The company covenants its taxable profits to Hereford Vennture. A summary of trading results is shown below.

	2024	2023
	£	£
Turnover	332,844	186,375
Cost of sales	<u>-</u>	<u>(91,361)</u>
Gross profit/(loss)	332,844	95,014
Administrative expenses	<u>(248,543)</u>	<u>(84,580)</u>
Operating profit/(loss)	84,301	10,434
Interest receivable and similar expenses	63	65
Interest payable and similar expenses	<u>(51,006)</u>	<u>(50,871)</u>
Profit/(loss) for the year before tax	<u>33,358</u>	<u>(40,372)</u>
Profits covenanted to parent charity	<u>-</u>	<u>-</u>

13. FIXED ASSET INVESTMENTS - INVESTMENTS PROPERTY (GROUP)

	Group £
FAIR VALUE	
At 1 January 2024	705,530
Additions	4,845
Revaluation	<u>226,625</u>
	<u>937,000</u>
NET BOOK VALUE	
At 31 December 2024	<u>937,000</u>
At 31 December 2023	<u>705,530</u>

The directors agreed that the assets meets the requirements to be classified as investment property due to the commencement of the contract with Herefordshire Council and the building's primary purpose being income generation.

At the year end the directors have revalued investment property to it's considered fair value. A formal valuation will be carried out every 5 years.

Fair value at 31 December 2024 is represented by:

	£
Valuation in 2024	226,625
Cost	<u>710,375</u>
	<u>937,000</u>

14. DEBTORS

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	207,984	155,133	147,028	124,823
Amounts owed by group undertakings	-	-	8,324	20,343
Other debtors	1,221	18,743	-	14,418
Prepayments	<u>12,557</u>	<u>19,034</u>	<u>12,557</u>	<u>19,034</u>
	<u>221,762</u>	<u>192,910</u>	<u>167,909</u>	<u>178,618</u>
Amounts falling due after more than one year:				
Amounts owed by group undertakings	-	-	<u>815,100</u>	<u>815,100</u>
Aggregate amounts	<u>221,762</u>	<u>192,910</u>	<u>983,009</u>	<u>993,718</u>

Of the £823,424 (2023: £835,443) due to Herefordshire Vennture, £815,100 (2023: £815,100) consists of a loan which has been paid to Vennture enterprises in respect of the purchase of the Merton Hotel.

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Bank loans and overdrafts (see note 17)	6,972	6,926	6,972	6,926
Other loans (see note 17)	25,000	-	25,000	-
Trade creditors	12,194	24,863	5,339	22,181
Social security and other taxes	30,727	28,418	13,941	14,263
Other creditors	12,847	15,447	-	-
Accruals and deferred income	27,320	15,090	27,320	15,090
	<u>115,060</u>	<u>90,743</u>	<u>78,572</u>	<u>58,460</u>

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

	Group		Charity	
	31.12.24	31.12.23	31.12.24	31.12.23
	£	£	£	£
Bank loans (see note 17)	281,615	282,622	281,615	282,622
Other loans (see note 17)	-	25,000	-	25,000
	<u>281,615</u>	<u>307,622</u>	<u>281,615</u>	<u>307,622</u>

**17. LOANS
CHARITY AND GROUP**

An analysis of the maturity of loans is given below:

	31.12.24	31.12.23
	£	£
Amounts falling due within one year on demand:		
Bank loans	6,972	6,926
Other loans	<u>25,000</u>	-
	<u>31,972</u>	<u>6,926</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	6,972	6,972
Other loans - 1-2 years	-	<u>25,000</u>
	<u>6,972</u>	<u>31,972</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>20,915</u>	<u>20,915</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instalments	<u>253,728</u>	<u>254,735</u>

The charity has a mortgage with Caf Bank Limited, interest is charged at 2.5% over the Bank of England base rate. Caf Bank Limited hold a legal charge over the property known as 26 Vicarage Road in relation to the borrowing. The mortgages final repayment date is April 2043.

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.12.24	31.12.23
	£	£
Within one year	10,642	9,874
Between one and five years	<u>29,716</u>	<u>32,783</u>
	<u>40,358</u>	<u>42,657</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

	Unrestricted funds £	Designated funds £	Restricted funds £	31.12.24 Total funds £	31.12.23 Total funds £
Fixed assets	28,668	84,169	713,302	826,139	841,734
Investments	-	937,000	-	937,000	705,530
Current assets	389,348	144,647	121,441	655,436	728,692
Current liabilities	(78,572)	(36,488)	-	(115,060)	(90,742)
Long term liabilities	<u>(281,615)</u>	<u>-</u>	<u>-</u>	<u>(281,615)</u>	<u>(307,622)</u>
	<u>57,829</u>	<u>1,129,328</u>	<u>834,743</u>	<u>2,021,900</u>	<u>1,877,592</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

20. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds & gains £	At 31.12.24 £
Unrestricted funds				
General fund	182,767	(184,369)	114,723	113,121
Designated Raising Future Investment	235	-	(235)	-
Designated Vennture Homes	860,327	26,270	226,625	1,113,222
26 Vicarage Road	(61,022)	5,736	-	(55,286)
RT Gift	-	(13,100)	29,200	16,100
	<u>982,307</u>	<u>(165,463)</u>	<u>370,313</u>	<u>1,187,157</u>
Restricted funds				
Street Pastors	(7,559)	1,807	5,752	-
Lean on Me	953	(8,731)	15,715	7,937
Family Pastors	19,812	7,050	(20,660)	6,202
Hereford Ambassadors	32,141	(2,812)	(29,329)	-
Ledbury Ambassadors	1,285	(700)	-	585
PREVENTION4FAMILIES	(80)	-	80	-
Housed Homeless	648	-	(648)	-
Discretionary Grant Fund	192	-	-	192
26 Vicarage Road	732,160	(19,395)	-	712,765
Police Community Safer Streets	(2,002)	-	2,002	-
Response Pastors	111,415	(45,229)	(41,875)	24,311
Winter Provision	228	-	-	228
NIHR	(1)	-	1	-
Thriving Families	5,093	12,022	(17,115)	-
Ross Ambassadors	1,000	5,154	-	6,154
Reach Fund	-	4,150	(4,150)	-
My Family My School My Community	-	22,778	(26,735)	(3,957)
Love Children Better	-	78,223	(12,532)	65,691
Hot Spots	-	28,829	(14,194)	14,635
	<u>895,285</u>	<u>83,146</u>	<u>(143,688)</u>	<u>834,743</u>
TOTAL FUNDS	<u>1,877,592</u>	<u>(82,317)</u>	<u>226,625</u>	<u>2,021,900</u>

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	186,907	(371,276)	(184,369)
Designated Vennture Homes	253,772	(227,502)	26,270
26 Vicarage Road	2,396	3,340	5,736
RT Gift	13,500	(26,600)	(13,100)
	<u>456,575</u>	<u>(622,038)</u>	<u>(165,463)</u>
Restricted funds			
Street Pastors	2,629	(822)	1,807
Lean on Me	22,529	(31,260)	(8,731)
Family Pastors	149,043	(141,993)	7,050
Hereford Ambassadors	5,021	(7,833)	(2,812)
Ledbury Ambassadors	-	(700)	(700)
26 Vicarage Road	-	(19,395)	(19,395)
Response Pastors	151,562	(196,791)	(45,229)
Thriving Families	251,740	(239,718)	12,022
Ross Ambassadors	5,548	(394)	5,154
Reach Fund	14,950	(10,800)	4,150
My Family My School My Community	163,301	(140,523)	22,778
Love Children Better	95,001	(16,778)	78,223
Hot Spots	49,999	(21,170)	28,829
	<u>911,323</u>	<u>(828,177)</u>	<u>83,146</u>
TOTAL FUNDS	<u>1,367,898</u>	<u>(1,450,215)</u>	<u>(82,317)</u>

20. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	155,542	(183,540)	210,765	182,767
Designated Raising Future Investment	235	-	-	235
Designated Vennture Homes 26 Vicarage Road	899,639	(2,310)	(37,002)	860,327
	-	(9,296)	(51,726)	(61,022)
	<u>1,055,416</u>	<u>(195,146)</u>	<u>122,037</u>	<u>982,307</u>
Restricted funds				
Street Pastors	(8,591)	1,032	-	(7,559)
Lean on Me	(3,611)	6,369	(1,805)	953
Family Pastors	48,269	(5,312)	(23,145)	19,812
Hereford Ambassadors	42,370	4,263	(14,492)	32,141
Ledbury Ambassadors	1,285	-	(1,285)	-
Building Better Opportunities	3,739	5,418	(9,157)	-
Youth	5,916	-	(5,916)	-
PREVENTION4FAMILIES	93,200	(79,257)	(14,023)	(80)
Housed Homeless	648	-	-	648
Discretionary Grant Fund	609	(417)	-	192
26 Vicarage Road	699,829	(19,395)	51,726	732,160
Landau Community Prevention	-	313	(313)	-
Police Community Safer Streets	45,666	(35,603)	(12,065)	(2,002)
Response Pastors	30,000	62,166	19,249	111,415
Winter Provision	163,150	(68,172)	(94,750)	228
Hereford vulnerability prevention	10,897	(8,597)	(2,300)	-
NIHR	1,885	(312)	(1,574)	(1)
Thriving familys	-	18,565	(13,472)	5,093
Ross Ambassadors	-	1,000	1,285	2,285
	<u>1,135,261</u>	<u>(117,939)</u>	<u>(122,037)</u>	<u>895,285</u>
TOTAL FUNDS	<u>2,190,677</u>	<u>(313,085)</u>	<u>-</u>	<u>1,877,592</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

20. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	184,134	(367,674)	(183,540)
Designated Vennture Homes 26 Vicarage Road	124,688 <u>1,656</u>	(126,998) <u>(10,952)</u>	(2,310) <u>(9,296)</u>
	310,478	(505,624)	(195,146)
Restricted funds			
Street Pastors	2,446	(1,414)	1,032
Lean on Me	27,149	(20,780)	6,369
Family Pastors	121,158	(126,470)	(5,312)
Hereford Ambassadors	30,099	(25,836)	4,263
Building Better Opportunities	30,835	(25,417)	5,418
PREVENTION4FAMILIES	17	(79,274)	(79,257)
Discretionary Grant Fund	-	(417)	(417)
26 Vicarage Road	-	(19,395)	(19,395)
Landau Community Prevention	2,781	(2,468)	313
Police Community Safer Streets	3,000	(38,603)	(35,603)
Response Pastors	200,915	(138,749)	62,166
Winter Provision	2,901	(71,073)	(68,172)
Hereford vulnerability prevention	-	(8,597)	(8,597)
NIHR	(1)	(311)	(312)
Parental Conflict Challenge fund	124,981	(106,416)	18,565
Ross Ambassadors	<u>1,000</u>	<u>-</u>	<u>1,000</u>
	<u>547,281</u>	<u>(665,220)</u>	<u>(117,939)</u>
TOTAL FUNDS	<u>857,759</u>	<u>(1,170,844)</u>	<u>(313,085)</u>

Summary

Closing fund balances can be summarised as the following between revenue and fixed asset funds:

	31.12.2024	31.12.2023
Unrestricted Funds		
Revenue funds	29,161	88,515
Fixed Asset funds	<u>28,668</u>	<u>33,230</u>
Total unrestricted funds	57,829	121,745
Designated Funds		
Revenue funds	108,160	79,825
Fixed Asset funds	<u>1,021,168</u>	<u>780,737</u>
Total designated funds	1,129,328	860,562
Restricted Funds		
Revenue funds	121,440	161,988
Fixed Asset funds	<u>713,303</u>	<u>733,297</u>
Total restricted funds	834,743	895,285
Total funds	2,021,900	1,877,592

20. MOVEMENT IN FUNDS - continued

Designated Funds

Raising Future Investment

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

Vennture Homes

The Vennture Homes fund hold the funds which were used to fund the purchase of the Merton Hotel in Vennture Enterprises Ltd. Hereford Vennture loan Vennture Enterprises Ltd £815,100 from this fund to fund the purchase of the hotel.

Restricted Funds

Street Pastors

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

Family Pastors

Family Pastors is an initiative set up to make a difference to troubled families by providing mentoring support. This programme is commissioned by Herefordshire Council and is supported by charitable trusts; Eveson who provided a grant towards this project.

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)

This project, sponsored by Hereford Cathedral, is to improve Hereford City 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.

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.

20. MOVEMENT IN FUNDS - continued

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.

My Family My School My Community

DFE My Family My School My Community programme has aimed to make things better for children, offer more to parents and make it easier for schools to respond to emerging needs. Vennture leading a consortium with two other local charities, providing local primary and secondary schools with the ability to access support for families earlier, with support that is tailored to their needs and context whilst facilitating schools to connect with their local community.

Thriving Families

Thriving Families funded through the DWP Challenge Fund 2 reducing parental conflict in rural areas supporting both intact and separated parents, as well as completing training for local primary schools.

Love Children Better

Love Children Better funded with a grant from the Eveson Trust mentoring support for families and 10 care experienced young people

Transfers between funds

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

21. RELATED PARTY DISCLOSURES

During the year donations from Trustees, employees and other related parties amounted to £38,540 (2023: £20,900).

During the year, S Tarlton (trustee) was paid £1,320 (2023: nil) for the provision of pastoral 1:1 sessions.

During the year professional services totalling £10,800 (2023: £Nil) have been purchased from O P Chain Ltd, a company in which J Upperton, director of Vennture Enterprises Ltd, is also a director of. There were no balances outstanding at the year end (2023: £Nil).