

Charity number: SC020754
Company number: SC200094

Community Volunteers Enabling You Ltd
Report of the Trustees and Financial Statements
For the year ended 31 March 2020

**Community Volunteers Enabling You Ltd
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Community Volunteers Enabling You Ltd
Report of the Trustees
For the year ended 31 March 2020

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2020. 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 the Republic of Ireland (FRS 102) (effective 1 January 2015).

Community Volunteers Enabling You Ltd
Report of the Trustees (Continued)
For the year ended 31 March 2020

CHAIRPERSON'S REPORT

Charles Dickens quote, 'It was the best of times, it was the worst of times...' sums up the year 2019/20 covered by this report. It has indeed been a year of 'two halves' and we cannot review our progress, or look to the future, without acknowledging the impact that the Covid-19 outbreak has had on all of us; our organisations, staff, volunteers and the communities we serve.

In March 2020 COVEY were able to respond quickly to the changing environment. We moved all staff to home working and changed the approach we took to supporting our children, young people, parent/carers and volunteers. Due to the strong relationships that had been established, participants were very responsive to receiving support through telephone calls and other media. We had found during the year that some adult support via telephone and text had proven very effective and the learning from this was incorporated throughout our operations. A note from one of COVEY's parents sums up the impact:

"Since COVID kicked in, all I have looked forward to is my calls in the week from COVEY, as I know they are there to not only support me, but to listen to me and having someone dedicated to hear me and be there for me is making a huge positive difference to my isolation and my wellbeing, I can't say thank you enough."

This review will give an overview of our projects and how we delivered positive outcomes for the children, young people and parents, we worked with throughout the full year, as well as report on the developments which have contributed to achieving our overall vision and mission.

Activities and Outcomes

Each of the projects that we deliver has common outcomes that we seek for every participant. These are:

- Improved & sustained self-esteem
- Increased skills & interests
- Growth in confidence
- Improved well-being, and
- Reduced social isolation.

In addition to these, and in line with the national GIRFEC (Getting it Right for Every Child) approach, we have seen children and young people becoming more successful in their learning, more responsible in their relationships, more confident as individuals, and beginning to make a contribution to their world.

In total 234 young people were involved over the year along with 100 parent/carers. This represents an 18% increase in the number of people supported as a result of additional services and project growth; in particular the introduction of support for those in kinship care and parents living in poverty. A total of 120 young people were supported through local authority funding and the remainder through other funders for individual projects.

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A brief summary of each project follows:

1. Projects Supporting Young People

1.1. South Lanarkshire Council

(One-to-one and Group Befriending – including Young People in Kinship Care)

We consider the continued partnership with South Lanarkshire Council as vital in helping achieve the outcomes in the Local Children's Services Plan and we were able to maintain a high level of commitment to their vision. Now providing befriending in all four geographical areas of South Lanarkshire, we introduced groups for young people in kinship care, funded by the Local Authority Attainment Fund which was additional to our core funding.

Our group model of support is particularly effective in the rural areas where many of the children and young people are socially isolated. Here we have seen, due to a greater focus on social interaction, young people grow in confidence and self-esteem, engaging more positively within their home, school and community.

1.2. ANGELS (Additional Needs Gaining Experience for Life Skills)

Supported by a variety of funders, our five ANGELS groups provide activities for young people with additional needs. A unique feature of our model is in the deployment of young volunteers from local schools enabling them to develop new skills. One ANGELS group has focussed on enabling older young people (aged 15-18) to develop skills to help in their transition years, as well as addressing social isolation. Peter Vardy Motherwell provided a unique work placement experience for three young people in the group.

1.3. COVEY Connect

Ever mindful of the challenges of providing support in the most rural areas of South Lanarkshire, through SSE funding, we have been able to reach young people who would not normally be able to access a service. Outreach workers from the rural areas have continued to build trusting relationships with local young people who are less socially isolated as a result.

1.4. Intandem

COVEY are the local delivery partner for a Scottish Government initiative administered by Inspiring Scotland for mentoring young people aged 8-14 living at home with their parents and under a compulsory supervision order. This third year of operation saw us meeting our targets for young people who have particular life challenges, with volunteers providing mentoring support.

1.5. Plusone mentoring

We concluded our relationship as a franchisee with YMCA Scotland as a result of the changing needs in our local area. This also necessitated changing the name of the project. We transitioned from the one-to-one model delivered in the first half of the year to provide support for a group of teenage girls who were deemed at risk. The main funder RS Macdonald was supportive of this change. The outcomes for the young people were very positive throughout the year, with those at risk of offending behaviour having had the opportunity to build a relationship with a consistent role model and embark, when ready, on setting goals for themselves.

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1.6. Self Directed Support

We continued this year to deliver a one-to-one paid befriending for a young person who had previously been involved with COVEY and had moved on to adult services. Because of this they were unable to receive a support from our core service. This has proven to be a strong learning experience and resulted in securing funding from William Grant Foundation to further investigate this model. Our Step Change Development Project is set up to take this model forward.

1.7. TIME OUT

Evidence from prior year activities emphasised the continued need for supporting children who had siblings with an additional need. Global Make Some Noise funded two successful groups in the Hamilton/Blantyre and East Kilbride areas of South Lanarkshire.

Evidence gathered throughout the year confirms that through the provision of supportive caring relationships, key outcomes have been achieved and exceeded for the majority of our young people. We have seen young people grow in self-esteem, develop in confidence, and develop new interests and skills. Those who are isolated in their communities have become more connected and their general quality of life and family relationships have improved.

2. Projects Supporting Parents and Carers

Our work in supporting the parents and carers of young people is an area of ongoing development. We continue to learn from our experience due to the increasingly complex situations and varying needs of those we work with. This has required us to remain flexible and responsive, able to adjust our practice and connect with a wide range of partner agencies. As trust develops we have found that the parent/carers begin to share at a deeper level due to the relationships that are built with COVEY staff and volunteers. There has been an increase in partnership working, with strong outcomes for our families. In total the 100 parent/carers involved with COVEY have received 1213 support sessions throughout various projects.

2.1. Pathways to Confidence

This is a partnership project with Bellshill and Mossend YMCA (BMYM) funded by The National Lottery Community Fund and the William Grant & Son Youth Opportunities Fund (administered by Foundation Scotland). COVEY provides the intensive one-to-one support to parent/carers and BMYM the befriending for young people. Through additional partnership working with Airdrie Citizens Advice, families made significant financial gains, and with support were able to maximise their income. The resultant increase in the families' wellbeing has, in some cases, been life-changing with children and young people positively impacted as a result of their parents' involvement with Pathways to Confidence.

In April 2019 an external review of the project was completed (Commissioned by William Grant Foundation). This produced a comprehensive and worthwhile report demonstrating the impact of the project. We intend to use the findings from this evaluation to apply our learning, and remodel the service to ensure that we can attract further resources to continue to effectively support families in Lanarkshire.

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2.2. PACT (Parents and Carers Together)

The development of our parent support groups, PACT (Parents and Carers Together), has enabled us to provide monthly opportunities for parents to meet. These parents all have a health condition of their own or are a carer of a child who has an additional need. The South Lanarkshire Integrated Care Fund and the Henry Smith Charity have together funded these groups and we have seen remarkable results. Participants have noted that their health has improved; they have more confidence and have begun, with support from the staff and their peers, to access other services in their community. Our role is in supporting and encouraging them to make steps towards achieving their individual ambitions.

2.3. Parent Partnership Project

The year to 31 March 2020 was the first full year of another partnership project involving The Hunter Foundation and the Scottish Government through their Social Innovation Partnership, to address childhood poverty. COVEY staff work with Airdrie CAB staff to enable families referred by schools, to have the financial and emotional support they need to combat child poverty. New connections have been made in North Lanarkshire Schools and parents have indicated that at times this service has been a 'lifesaver' for them.

2.4. Parent Pathways

Commencing in January 2020 we are committed through the Scottish Government's Investing in Communities fund to make a difference for families living in poverty and isolation. Our flexible person-centred approach is enabling us to ensure that parents in the most deprived areas of North and South Lanarkshire begin their journey of self-reliance and improved health and wellbeing.

3. Volunteers

Over and above the benefit to the children, young people and families supported, our volunteers also benefit from being involved with COVEY and many report gaining from their experience; learning new skills and finding more self-confidence. Without their continued passion and commitment we would not be able to achieve what we do. One-to-one support through volunteers amounted to nearly 4000 hours which is a significant increase this financial year (34%). In total, volunteers gave over 5500 hours to our work. Parent/carers received 456 hours involvement with volunteer family mentors through 70 family mentor outings.

We recruited and trained 42 new volunteers over the year, bringing the number of volunteers involved to 131 during the year.

All our volunteers are trained, interviewed and required to provide a medical reference and two character references. They are also subject to an enhanced PVG check. Volunteer training and support is key to the services we provide, and as such the training has been developed to take into account the specific needs of the volunteers, so that they are as well-equipped as possible for their role. Volunteers take part in five sessions of training as well as other topics as necessary; additional needs, mentoring skills or looked-after children. To confirm our commitment to our volunteers COVEY achieved our Volunteer Friendly award in October 2019.

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4. Student Placements

This was a significant area of growth in the year. We have an established policy and process for involving students on their placements and have been able to increase the number and range of placement opportunities through the connections and valuable links established with Further Education centres. The commitment we make to each student to ensure their placement learning is individually suited to them has been appreciated and noted by their college or university. Thirteen students took various roles throughout the year (8 in prior year), contributing to the overall work of the organisation.

Development of Projects

Through our values of respect and commitment we encourage staff in their self-development, with new staff participating in a thorough induction and appropriate training. Existing staff took up a variety of learning opportunities to ensure their contribution was most effective in the overall development of our projects.

Demonstrating the commitment we have to excellence, we continually review our standard practice document which sets out our Standard Operating Procedures and our practice is subject to a monthly internal audit. Our Befriending Networks Quality in Befriending Award is being renewed in 2020 with ratification due in July of this year and we are finalising our submission for the Mentoring Networks Quality Award to demonstrate our competence across our services. Much work was carried out during the year with the introduction of a new database and ensuring that we are now fully GDPR compliant.

There has been increasing social media use in the year which served to raise our profile. Our events have made further connections possible with our AGM in June 2019 (attended by over 150 people) showcasing our work and launching a promotional video based on emoji characters. Over and above the bigger events we believe that it is the growing of trusted relationships, which the staff team are fully involved in, that forms the basis of effectively raising our profile.

This year we engaged with Business Gateway and benefitted from their support in procurement advice and the development of a marketing plan.

Governance and Staffing

The Board continue to provide strong governance, meeting at least 8 times in the year. We confirmed our new Chair in position in March 2019 and there has been little movement in Board membership over the year resulting in a stable basis for the organisation going forward. One Board member resigned due to personal circumstances and the Board are currently considering two further applications for Board membership (May 2020). Provision has been made for shared responsibilities in light of our Chair's maternity leave in May 2020. The breadth of skills and alignment with our values which exist in the Board have made this a seamless process.

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Our Board induction processes were strengthened after review during the year. All members of the Board participate in annual values-based peer appraisals in line with staff appraisals, which continue to challenge us to deliver our best for the organisation.

A manager for South Lanarkshire Social Work is available to advise on all social work matters. Financial reporting to the Board is covered by our accountant who also prepares quarterly management accounts.

There was a significant increase in the size of the team with 9 new members added during the financial year, this being necessary to develop our new and ongoing projects. Two staff members left, including one team leader, which has necessitated interim arrangements being put in place while a full staffing and salary review takes place. A new role of Step Change Development Leader was introduced through funding from the William Grant Foundation enabling COVEY to consider and develop options for organisational sustainability. The staff team now stands at 29, (17 full-time equivalent), as at 31 March 2020. As we recruit primarily on the basis of character, this approach has benefitted the organisation and we appreciate the contribution each individual makes to a cohesive and committed team. A full review of the staff handbook was carried out to ensure that we are fully compliant with new employment regulations. We appreciate the ongoing support from the Employers Advisory Service provided by Glasgow Council for the Voluntary Sector.

Across the charitable sector we have had to balance the need to continue to support our communities and our children, young people and families, with the need to sustain our operations as a growing third sector organisation. The existing challenges that our young people and families face have not disappeared in this global pandemic and in many cases those challenges have only been compounded, emphasising the need more than ever, to focus our efforts of those most disadvantaged by the impact of Covid-19.

In last year's report we committed to building on the success of the previous year, ensuring that the benefits of having a consistent and reliable role model in a befriender or mentor would enable others to have the confidence to make their own connections. Never when we wrote this could we have envisaged the challenges we were going to face in the coming year. The connections we aspire to make with our young people and families have never felt so important. As we reflect on 2019/20 it is difficult to consider a time where we were without the impact of Covid-19 however as we move forward we are reassured that our vision and mission are as relevant as ever and provide us with a focus and drive to continue our work to enable ***young people and families to live happy and fulfilled lives.***

Future Plans

In what has been a year of significant challenge for us all we have been inspired and encouraged by the continued commitment and professionalism from our staff, volunteers, funders and partners. This has enabled us to focus on the achievement of our mission and vision in the face of significant adversity for our communities in February and March 2020. We have demonstrated our flexibility and responsiveness, ensuring the strong and trusting relationships that were built previously have been maintained and strengthened as we continue to reach out as our communities experienced Lockdown.

Our mission as an organisation has always been important and looking ahead it feels even more prudent to ensure we continue to safeguard and develop the work we do.

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Writing about our future plans provides us with a significant challenge as so much of the impact of Covid-19 is yet unknown. When considering what's next for COVEY we cannot underestimate the monumental impact that Covid-19 will have on all of our lives. The lives of our staff, young people and families have changed and when looking to the future we are unable to say what the lasting effects of this will be. What we do know is that, as an organisation, we have been able to adapt and respond quickly and effectively and we expect that as the year 2020/21 unfolds, these qualities will continue to be demonstrated. Being distanced from those using our services has been extremely challenging; our work does not naturally lend itself to working in this way, however the resilience and innovation shown by our staff has shown that our vision, mission and values can be achieved through alternative approaches.

The ways in which COVEY has adapted in a time of crisis provides us with reassurance for the future and emphasises the skills, experience and competence in the organisation to continue to support our young people and families whatever the future holds.

In our 2019 Future Plans we committed to work to sustain and resource our projects, revisit our strategic intent and consider the long term vision for COVEY. In 2020 we produced our Strategic Plan 2020-2023, providing us a clear strategic aim and goals to work towards. It seemed timely to focus on consolidating our work and ensuring that we positioned ourselves well to continue to deliver the services that meet our organisational outcomes, in line with our values.

We recognise that the way in which we achieve these goals may have to adapt, however our flexibility and responsiveness to Covid-19 demonstrates our ability to be agile and flexible as an organisation.

In the 3 year period 2020-2023 our overall goals are to:

- Double the number of children, young people, parents and carers we support;
- Future-proof the organisation for growth;
- Achieve a step-change in sustainable income;
- Effectively market and promote COVEY and the brand to key audiences.

The focus of Year 1 of our Strategic Plan will be to develop a strong foundation to allow us to meet our overall strategic aim to increase the number of people we support while continuing to improve and provide an exceptional service.

In Year 1 (2020/21) we have committed to a number of deliverables in order to achieve the above aim and goals, we will:

- Develop a three-year funding plan;
- Define our services and align with local and national outcomes;
- Update our marketing and communication materials;
- Review our staffing levels and structure;
- Review and strengthen our volunteering strategy.

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By focusing on a few fundamental areas we will ensure that funding and resourcing are well defined to provide us with continued stability for sustaining our growth and development. We want to ensure that we can clearly articulate how our contribution to improved outcomes aligns to local and national policy; working with partners to closely align with our local partnership outcomes as well as those at national level e.g. the National Performance Framework and the National Health and Wellbeing Outcomes. Updated material will help us communicate the message of the significant positive impact we are making.

We will conclude our review of staffing levels and structure which commenced in 2019, ever mindful of the challenging fiscal environment as we seek to take account of succession planning and the ongoing development and recognition of the staff team.

Volunteers for COVEY are our lifeline and the core of our work. In recognition of the importance of our volunteers, we are committed to reviewing and strengthening our volunteering strategy. We continue to be inspired by the commitment and passion of our volunteers and want to ensure that as an organisation we continue to develop the way in which we recruit, support and develop our brilliant volunteers.

In our future planning we will continue to have a strong focus on relationships with our partners and funders. In our twenty-seventh year, for the first time, we applied to deliver services through Public Procurement tendering for the first time. Although unsuccessful this has proved an effective learning process in which we received strong, positive feedback. We will continue, in our twenty-eighth year, to consider how best to diversify our funding streams and develop income generation. This will be the focus of our Step Change project, funded by the William Grant Foundation.

We are cognisant of the fact that while these are our aims for the year ahead, which we will do our utmost to meet, the world will be a very different place for the foreseeable future. The way we operate as an organisation will change as we prioritise the safety of our staff and volunteers and focus on the most appropriate responses to the changing needs of our children, young people and parents that we passionately serve and support.

We clearly believe that COVEY has a significant part to play in supporting and enabling our young people and families to recover and move forward in these unprecedented times. Our commitment and passion for **adding colour to lives** is not in any way dampened by the challenges 2020 has presented and we continue to be committed to our outcomes for the people we work with across Lanarkshire.

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COVEY's Values

The values of the organisation are our guiding principles and are the basis on which all decisions are made. These are as follows:

Commitment:	giving our best
Openness:	communicating authentically and truthfully
Respect:	valuing the individual
Innovation:	providing creative solutions
Passion:	caring deeply.

COVEY's Vision

Young people and families live happy and fulfilled lives.

COVEY's Mission

Through strong trusting relationships we support children, young people and families to become more resilient, safe and better equipped to reach their full potential; we add colour to lives.

COVEY's Aims and Objectives

COVEY exists to make a positive difference in the lives of vulnerable young people between the ages of 7 and 19 and also parents or carers who are experiencing a range of difficult circumstances. COVEY provides support through:

1. Promoting a variety of supporting relationships between caring adults and others who are experiencing difficulty in their lives;
2. Making available the support of a reliable, consistent and non-judgemental relationship for those who would benefit;
3. Recruiting, training and supporting volunteers;
4. Pairing those who would benefit, with a suitably trained person;
5. Working and co-operating in partnership with local authorities and other agencies to identify and jointly serve those in need of support;
6. Raising and distributing funds to finance pursuits, activities and projects in the furtherance of the objectives.

COVEY is committed to applying the Getting It Right For Every Child (GIRFEC) principles to improve the outcomes for children, young people and families. COVEY contributes to the wellbeing indicators, helping young people be safer, healthier, respected and included. Young people are also supported in their achievements and are more active, and as a result of being involved with COVEY can take steps to taking responsibility and making good choices. In addition, parents and carers are supported, becoming more confident in their role.

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FINANCIAL REVIEW

The results for the year and financial position of the charity are as shown in the annexed financial statements.

In the year 2019/20 the income (excluding donated services) increased to £674,469 (prior year £531,568) which represents a 27% increase. This is the seventh consecutive year that our revenue has increased and is due to funding being secured for three additional projects and increased funding from small donors. We remain grateful to South Lanarkshire Council for the provision of our office space in Hamilton and Lanark. A notional amount of £18,500 has been included in the accounts to reflect this in-kind benefit. Due to our growing staff team we have been required to rent additional office accommodation in the Hamilton area from December 2019.

South Lanarkshire Council has continued to be the largest source of funds, providing 38% of available income. This was both through our Service Level Agreement and also through Scottish Government Attainment funding to provide additional services for children in Kinship Care in South Lanarkshire.

Our relationship with the South Lanarkshire Council team continues to be based on open dialogue and their ongoing review of the services which COVEY provides. Further sources provided the balance of 62% of the current year revenue. These are as follows:

The Baily Thomas Charitable Trust
The Corra Foundation – Henry Duncan Awards
Foundation Scotland (administering funds for William Grant Foundation)
Global Make Some Noise
Investing in Communities Fund (Scottish Government)
The Henry Smith Charity
The Innovation Fund (Scottish Government)
Inspiring Scotland
The National Lottery Community Fund
The RS Macdonald Charitable Trust
The Robertson Trust
Scottish Children's Lottery
Shared Care Scotland
South Lanarkshire Council
South Lanarkshire Integrated Care Fund
SSE (Scottish and Southern Energy)
William Grant Foundation

One-off donations with individual values of under £5,000 were received from local organisations and interested supporters. This amounted to £13,690 (prior year £12,338) and every contribution is greatly valued. Supporters included Allied Vehicles, Blantyre Livingston Memorial Church, EK Rotary, Hamilton College, Larkhall Inner Wheel, Tesco Bags of Help, Regenfx, Peter Vardy Foundation and Peter Vardy Motherwell, William Grant & Son employee match funding scheme, and personal donations.

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Without funding and support from these organisations, COVEY would not have been able to provide befriending and mentoring services to the young people and families we support in Lanarkshire. We are very grateful and appreciative of their continued involvement and partnership with our team. We take a considered approach to funding, ensuring that each application reflects the needs of the community and is also aligned to the values and vision of the donors. Our processes enable us to clearly demonstrate the benefit and results which each project delivers, linked with each funding source. We build strong, open and trusting relationships with our funders through ongoing conversations and where necessary have re-profiled the budget and spend for individual projects.

Our expenditure (excluding donated services) was £658,195 (prior year £512,865). Generally the level of costs has reflected the increased activity and service. The expenditure associated with the programme costs; providing outings and group activities for the young people and parent/carers was £108,491 (prior year £86,893). This 25% increase is reflected in the increase in the hours of support and the increased activity costs. We were able to provide over 5432 hours of support through volunteers and over 1200 staff support sessions. Staffing costs remain the largest portion of our overall spending as the adult support provided is mainly through staff hours. We had a 26% increase in staffing costs (including staff travel and training) this year as we appointed additional personnel to assist in the areas of outreach work, group facilitation, coordination, project development and administration. General running costs include £11,000 towards the cost of our Pathways to Confidence external evaluation funded by William Grant Foundation. All other expenditure is in line with expectation over the year.

Reserves at the end of the year stand at £108,325, and are in excess of our current reserves policy which is set at one and one half month's operating costs. This reserves policy is reviewed on an annual basis.

We proceed in the 2020/21 year mindful of the changing world we are now in due to the impact of the Covid-19 pandemic. Funders have been quickly responsive to the needs of Third Sector organisations in March 2020 giving support and guidance on the flexibility of their funding. The 2019/20 movement in funds reflect this with William Grant Foundation intimating that we could consider all the funds we receive from them as being unrestricted.

Despite not having all our funding secured for the year ahead we continue helpful dialogue with our funding partners as we are aware that our model of delivering services will change considerably as social distancing becomes part of the fabric of society for the foreseeable future.

The Board and Staff team continue to prudently manage our resources whilst using all the available funds within the appropriate timescales, and the Board are committed to monitoring our financial position very closely as we navigate uncharted waters in relation to the funding landscape in 2020/21.

We want to ensure an ongoing focus on the needs of young people and families in the year ahead in the transition out of lockdown; committed to seeing our programme of support evolve to meet the changing challenges and needs in the community, as we serve alongside our Local Authority and Scottish Government partners.

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Report of the Trustees (Continued)
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Safeguarding

As a charity working with vulnerable participants and volunteers, the Board are aware of the responsibility to have a heightened focus on possible abuses of power that might lead to bullying, harassment, or sexual misconduct.

The Directors create a safe environment for staff, participants and volunteers through our values. Also a comprehensive suite of appropriate policies, procedures and practices exist to make sure that everyone involved with COVEY is kept safe. This culture enables anyone to report concerns, making sure that those concerns are dealt with appropriately and in a sensitive manner. The policies are read by everyone annually and reviewed bi-annually and updated when necessary.

All staff working with vulnerable people, volunteers and Board members are members of the Protection of Vulnerable Groups scheme. Child and Adult Protection training and a review of Child Protection practice occurs each year.

Reserves Policy and Going Concern

The organisation pledges any reserves to the continued development of all activities and projects; current and future. The Directors are satisfied that the current level of reserves reflects an appropriate level for such an organisation. During the year the Board of Directors reviewed the reserve policy made at the meeting of the Board of Directors on 27 September 2011 and it was decided that reserves will continue to be one and one half month's operating expenditure, and that this policy will be reviewed on an annual basis.

Structure, Governance and Management

Community Volunteers Enabling You (COVEY) is a company limited by guarantee (as defined by the Companies Act 2006), and a registered charity governed by its Memorandum and Articles of Association.

Organisational Structure

The Board of Directors meet every six weeks to administer the charity. The Board of Directors is made up of people who bring specific and appropriate knowledge and expertise to the organisation and are familiar with the work of the organisation.

A staff member also attends each Board meeting to directly contribute to the decision-making process.

Recruitment and Appointment of New Directors

The Directors of the charitable company are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Directors. Directors are appointed in accordance with COVEY Memorandum and Articles of Association. They must be members of COVEY and can be appointed at any time during the year and stand for election at the Annual General Meeting. COVEY recruit on the basis of character before competence and the selection process gives opportunity to underline the need for Directors to demonstrate the COVEY values of Respect, Openness, Commitment, Innovation and Passion.

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Induction and Training of New Directors

On appointment Directors receive an introduction pack detailing their specific roles and responsibilities. Members of the staff team are involved in induction training for new Directors giving them an overview of the operational side of the business. Ongoing development opportunities are given to enable the Board to be effective in its role. At the commencement of each Board meeting time is given to the further development of an emotionally aware and cohesive team.

The Board may delegate powers to any sub-group consisting of one or more Directors as necessary.

Pay policy for Senior Staff and Trustee Expenses

COVEY employed 5 senior staff in the year, whose remuneration totalled £119,102.

There were no trustee expenses paid during the year.

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REFERENCE AND ADMINISTRATIVE INFORMATION

Name of charity	Community Volunteers Enabling You Ltd
Charity registration number	SC020754
Company registration number	SC200094
Principal address	Regent House 9 High Patrick Street Hamilton ML3 7JA

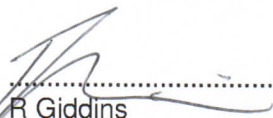
The Trustees and Directors serving during the year and since the year end were as follows:

D Bonnar	appointed 8 August 2019
R Giddins	
S Goodsir-Smyth	
E Kennedy	
P Murphy	appointed 23 May 2019
J Wilson	resigned 19 February 2020

Bankers	Royal Bank of Scotland PLC Palace Tower, Palace Grounds Road Hamilton ML3 6AD
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Independent auditor	Robb Ferguson Regent Court 70 West Regent Street Glasgow G2 2QZ
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Approved by the Board of Trustees and signed on its behalf by


.....signed 9 June 2020
R Giddins
Trustee

Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
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Opinion

We have audited the financial statements of Community Volunteers Enabling You Ltd for the year ended 31 March 2020, which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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, including FRS 102 "The Financial Reporting Standard applicable in the UK and the Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2020 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 statement section of our report. We are independent of the 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 those 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2020

Other Information

The other information comprises the information included in the report and financial statements, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the information is materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit;

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees 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 directors 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 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 directors either intend to liquidate the company or cease operations, or have no realistic alternative but to do so.

**Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2020**

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but it 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.

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 auditor's report.

James Alexander

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(Senior Statutory Auditor)
For and on the behalf of
Robb Ferguson
Accountants and Statutory Auditors
16 June 2020

Regent Court
70 West Regent Street
Glasgow, G2 2QZ

Community Volunteers Enabling You Ltd
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2020

	Notes	Unrestricted Funds £	Restricted Funds £	2020 £	2019 £
Income and endowments from:					
Donations and grants	2	78,035	614,934	692,969	550,068
Investments	3	-	-	-	-
		<u>78,035</u>	<u>614,934</u>	<u>692,969</u>	<u>550,068</u>
Expenditure on:					
Charitable Activities	4	67,166	609,529	676,695	531,365
		<u>67,166</u>	<u>609,529</u>	<u>676,695</u>	<u>531,365</u>
Net Income/expenditure:		<u>10,869</u>	<u>5,405</u>	<u>16,274</u>	<u>18,703</u>
Reconciliation of Funds:					
Total funds brought forward		78,640	13,411	92,051	73,348
Total funds carried forward		<u>89,509</u>	<u>18,816</u>	<u>108,325</u>	<u>92,051</u>

Community Volunteers Enabling You Ltd
Statement of Financial Position
For the year ended 31 March 2020

	Notes	2020 £	2019 £
Current assets			
Debtors	9	13,874	4,451
Cash at bank and in hand		256,445	208,293
		<u>270,319</u>	<u>212,744</u>
Creditors: amounts falling due within one year	10	161,994	120,693
Net current assets		<u>108,325</u>	<u>92,051</u>
Total assets less current liabilities		108,325	92,051
Net assets		<u>108,325</u>	<u>92,051</u>
Funds of the charity			
Restricted income funds	12	18,816	13,411
Unrestricted income funds	12	89,509	78,640
Total Funds		<u>108,325</u>	<u>92,051</u>

Community Volunteers Enabling You Ltd
Statement of Cash Flows
For the year ended 31 March 2020

	2020	2019
	£	£
Operating activities		
Surplus/(Deficit) for the financial year	16,274	18,703
Adjustments for:		
Interest receivable	-	-
Decrease /(Increase) in debtors	(9,423)	2,997
(Decrease) / Increase in creditors	41,301	(28,289)
	<u>48,152</u>	<u>(6,589)</u>
Interest received	-	-
Cash used in operating activities	<u>48,152</u>	<u>(6,589)</u>
Net cash used		
Cash used in operating activities	<u>48,152</u>	<u>(6,589)</u>
Net cash used	48,152	(6,589)
Cash and cash equivalents at 1 April	<u>208,293</u>	<u>214,882</u>
Cash and cash equivalents at 31 March	<u>256,445</u>	<u>208,293</u>
Cash and cash equivalents comprise:		
Cash at bank	<u>256,445</u>	<u>208,293</u>

The Financial Statements were approved and authorised for issue by the Board and signed on its behalf by:

 signed 9 June 2020
D Bonnar
Trustee

Community Volunteers Enabling You Ltd
Notes to the Financial Statements
For the year ended 31 March 2020

ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Community Volunteers Enabling You Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Incoming Resources

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

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributable to particular headings, they have been allocated to activities on a basis consistent with the use of resources. The charity is not registered for VAT and therefore all expenditure is shown gross, or irrecoverable of VAT.

Tangible Fixed Assets

Depreciation has been provided at the following annual rates in order to write off the assets over their estimated useful lives.

Office Equipment	25% straight line.
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Fund Accounting

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

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

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

The list of Funders and the nature and purpose of each fund, is as follows:

The Baily Thomas Charitable Trust

Grant towards providing support in a group setting for young people with additional needs.

The Corra Foundation – Henry Duncan Awards

Grant towards the salary costs of Befriending Leader.

Foundation Scotland

Grants for 1) the Pathways to Confidence Project providing support to parents and carers of young people (aged 8-14) who are affected by difficulties in their lives, and 2) support in a group setting for young people with additional needs in the Clydesdale Area of South Lanarkshire. These funds are administered by Foundation Scotland on behalf of the William Grant Foundation Youth Opportunities Fund.

Global Make Some Noise

Grants for 1) Providing support in a group setting for siblings of family members with additional needs, and 2) One-to-one mentoring matches.

The Henry Smith Charity

Funding for parent support groups – PACT (Parents and Carers Together).

The Innovation Fund (Scottish Government)

Investment from The Social Innovation Partnership between The Hunter Foundation and the Scottish Government to enable parents to access relevant advice and support; delivered jointly by COVEY and Airdrie Citizens Advice.

Inspiring Scotland

Funding of intandem – the National mentoring programme for young people (aged 8-14) who are subject to a supervision order and live with their parents.

Investing in Communities Fund (Scottish Government)

Grant from The Scottish Government to address child poverty by providing emotional support to parents and carers.

The National Lottery Community Fund

Grants for 1) the Pathways to Confidence Project providing support to parents and carers of young people (aged 8-14) who are affected by difficulties in their lives, and 2) providing support in a group setting for young people with additional needs through the Young Start Programme.

The Robertson Trust

Grant towards delivery of the Plusone Mentoring Programme.

The RS Macdonald Charitable Trust

Grant towards Plusone Mentoring Programme, and a Girl's Group.

Scottish Children's Lottery

Grant towards supporting siblings of family members with additional needs, in a group setting.

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

Shared Care Scotland

Better Breaks grant towards providing support in a group setting for teenagers with additional needs.

South Lanarkshire Council

Funding through 1) a Service Level Agreement to provide befriending support for young people (aged 7-16) throughout South Lanarkshire, and 2) Attainment funds to provide groups for Young People in Kinship Care.

South Lanarkshire Integrated Care Fund

Contribution to parent support groups – PACT (Parents and Carers Together).

SSE (Scottish and Southern Energy)

Funds for outreach work supporting isolated young people in the rural Clydesdale area.

William Grant Foundation

Grants towards 1) support in a group setting for young people with additional needs in the Clydesdale Area of South Lanarkshire, 2) external evaluation of the Pathways to Confidence Project, and 3) COVEY's Step Change Development Project towards organisational sustainability.

Pensions

The charity contributes to a defined contribution pension scheme which is open to all employees. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme, in the period to which they relate.

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

2. Income from donations and grants

	Unrestricted funds	Restricted funds	2020	2019
	£	£	£	£
Donations received	8,868	-	8,868	3,034
Grants received	50,667	614,934	665,601	528,534
Donated services	18,500	-	18,500	18,500
	<u>78,035</u>	<u>614,934</u>	<u>692,969</u>	<u>550,068</u>

3. Investment Income

	2020	2019
	£	£
Unrestricted funds		
Bank interest receivable	<u>-</u>	<u>-</u>

4. Expenditure

	Unrestricted funds	Restricted funds	2020	2019
	£	£	£	£
Cost of generating voluntary income	-	33,954	33,954	25,905
Charitable activities	67,166	575,575	642,741	505,460
	<u>67,166</u>	<u>609,529</u>	<u>676,695</u>	<u>531,365</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

5. Analysis of charitable activities

	2020	2019
	£	£
Staff Costs	437,626	332,706
Staff Training	3,521	7,466
Information and Promotion	7,946	7,953
Outing Travel and Expenses	102,552	80,496
Equipment Expensed	850	2,020
Volunteer Costs	5,939	6,397
Staff Travel	8,512	11,225
General Running Costs	75,795	57,197
	<u>642,741</u>	<u>505,460</u>

6. Net income for the year

Stated after charging:

	2020	2019
	£	£
Staff Pension Contributions	<u>13,930</u>	<u>11,161</u>

7. Staff costs and emoluments

	2020	2019
	£	£
Salaries and Wages	428,604	323,776
Social Security Costs	29,046	23,674
Pension Costs	13,930	11,161
	<u>471,580</u>	<u>358,611</u>

Average number of employees

	2020	2019
Senior Staff	4	2
Operational	23	17
	<u>27</u>	<u>19</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

8. Tangible fixed assets

	Furniture and Fittings £
Cost or valuation as at 1 April 2019 and 31 March 2020	15,840
Depreciation as at 1 April 2019 and 31 March 2020	(15,840)
Net book values as at 1 April 2019 and 31 March 2020	<hr style="border: 0.5px solid black;"/> <hr style="border: 0.5px solid black;"/>

9. Debtors

Amounts due within one year:

	2020 £	2019 £
Prepayments and accrued income	<hr style="border: 0.5px solid black;"/> 13,874	<hr style="border: 0.5px solid black;"/> 4,451

10. Creditors: amounts falling due within one year

	2020 £	2019 £
Other creditors	23,333	20,510
Accruals	15,736	6,480
Deferred Income	<hr style="border: 0.5px solid black;"/> 122,925	<hr style="border: 0.5px solid black;"/> 93,703
	<hr style="border: 0.5px solid black;"/> 161,994	<hr style="border: 0.5px solid black;"/> 120,693

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

11. Provisions for liabilities and charges

Creditors: Amounts falling due within one year includes an adjustment for Deferred Income, relating to sums received before the year end, restricted to activities to take place in subsequent years, as follows:

The Corra Foundation – Henry Duncan Awards
Foundation Scotland (Pathways to Confidence)
Global Make Some Noise
Global Make Some Noise (Time Out Project)
The Henry Smith Charity
Inspiring Scotland
The National Lottery Community Fund
The National Lottery Community Fund (Young Start)
SSE (Scottish and Southern Energy)
William Grant Foundation
William Grant Foundation (Step Change)

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

12. Movement in funds

<i>Unrestricted Funds</i>	Balance as at 01.04.19 £	Incoming Resources £	Outgoing Resources £	Balance as at 31.03.20 £
General	78,640	29,368	(18,499)	89,509
Self Directed Support	-	10,960	(10,960)	-
William Grant Foundation	-	17,224	(17,224)	-
William Grant Found. (Step Change)	-	20,483	(20,483)	-
	<u>78,640</u>	<u>78,035</u>	<u>(67,166)</u>	<u>89,509</u>

<i>Unrestricted Funds - previous year</i>	Balance as at 01.04.18 £	Incoming Resources £	Outgoing Resources £	Balance as at 31.03.19 £
General	71,128	26,012	(18,500)	78,640
	<u>71,128</u>	<u>26,012</u>	<u>(18,500)</u>	<u>78,640</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

12. Movement in funds (continued)

<i>Restricted Funds</i>	Balance as at 01.04.19	Transfers to Reserves	Incoming Resources	Outgoing Resources	Balance as at 31.03.20
	£		£	£	£
Alliance	312	(312)	-	-	-
The Baily Thomas Charitable Trust	-	-	3,393	(3,393)	-
Foundation Scotland - Clydesdale Angels	-	-	6,818	(6,818)	-
Foundation Scotland - Pathways to Confidence	-	-	17,794	(17,794)	-
General - Restricted	969	12,442	3,130	(3,130)	13,411
Global Make Some Noise	-	-	3,606	(3,606)	-
Global Make Some Noise (Time Out Project)	-	-	33,885	(33,885)	-
The Henry Smith Charity	-	-	33,092	(33,092)	-
The Innovation Fund (Scottish Government)	-	-	17,734	(17,734)	-
Inspiring Scotland	53	(53)	44,468	(44,468)	-
Investing in Communities Fund (Scottish Govern.)	-	-	14,563	(14,563)	-
The National Lottery Community Fund	-	-	62,772	(62,772)	-
The National Lottery Comm. Fund (Young Start)	-	-	20,185	(20,185)	-
The Robertson Trust	-	-	3,750	(3,750)	-
The RS Macdonald Charitable Trust	(179)	179	23,295	(23,295)	-
Scottish Children's Lottery	-	-	2,246	(2,246)	-
Shared Care Scotland	-	-	19,850	(19,850)	-
South Lanarkshire Council	13,693	(13,693)	203,151	(197,746)	5,405
South Lanarkshire Council (Kinship Cared Project)	-	-	50,000	(50,000)	-
South Lanarkshire Integrated Care Fund	(1,437)	1,437	6,016	(6,016)	-
SSE (Scottish and Southern Energy)	-	-	34,186	(34,186)	-
William Grant Foundation	-	-	11,000	(11,000)	-
	13,411	-	614,934	(609,529)	18,816

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

12. Movement in funds (continued)

<i>Restricted Funds - previous year</i>	Balance as at 01.04.18	Incoming Resources	Outgoing Resources	Balance as at 31.03.19
	£	£	£	£
Alliance	312	-	-	312
BBC Children in Need	-	6,145	(6,145)	-
The National Lottery Community Fund	-	73,375	(73,375)	-
Foundation Scotland (<i>William Grant Foundation</i>)	-	3,672	(3,672)	-
Foundation Scotland - Clydesdale Angels	-	22,236	(22,236)	-
Foundation Scotland - Pathways to Confidence	-	22,711	(22,711)	-
General - Restricted	969	53,606	(53,606)	969
Inspiring Scotland	939	43,916	(44,802)	53
The Robertson Trust	-	11,250	(11,250)	-
The RS Macdonald Charitable Trust	-	10,214	(10,393)	(179)
Scottish Children's Lottery	-	20,681	(20,681)	-
Shared Care Scotland	-	11,513	(11,513)	-
SLC Community Safety Partnership	-	10,260	(10,260)	-
South Lanarkshire Council	-	203,152	(189,459)	13,693
South Lanarkshire Health and Social Care (<i>ICF</i>)	-	6,269	(7,706)	(1,437)
SSE (Scottish and Southern Energy)	-	25,056	(25,056)	-
	2,220	524,056	(512,865)	13,411

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

13. Analysis of net assets between funds

	Tangible fixed assets	Net current assets/(liabilities)	Net assets
	£	£	£
Unrestricted	<u>-</u>	<u>89,509</u>	<u>89,509</u>
Restricted	<u>-</u>	<u>18,816</u>	<u>18,816</u>

Analysis of net assets between funds - previous year

	Tangible fixed assets	Net current assets/(liabilities)	Net assets
	£	£	£
Unrestricted	<u>-</u>	<u>78,640</u>	<u>78,640</u>
Restricted	<u>-</u>	<u>13,411</u>	<u>13,411</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2020

14. Comparative Statement of Financial Activities for year ended 31 March 2019

	Unrestricted Funds £	Restricted Funds £	2019 £
Income and endowments from:			
Donations and grants	26,012	524,056	550,068
Investments	-	-	-
	<u>26,012</u>	<u>524,056</u>	<u>550,068</u>
Expenditure on:			
Charitable Activities	18,500	512,865	531,365
	<u>18,500</u>	<u>512,865</u>	<u>531,365</u>
Net Income/expenditure:	<u>7,512</u>	<u>11,191</u>	<u>18,703</u>
Reconciliation of Funds:			
Total funds brought forward	71,128	2,220	73,348
Total funds carried forward	<u>78,640</u>	<u>13,411</u>	<u>92,051</u>

15. Related Party Disclosure

During the year ended 31 March 2020, there were no related party transactions to report.

Community Volunteers Enabling You Ltd
Detailed Statement of Financial Activities
For the year ended 31 March 2020

	2020	2019
	£	£
INCOME AND ENDOWMENTS		
Donations and Grants		
Donations	8,868	3,034
Grants receivable	665,601	528,534
Donated goods and services	18,500	18,500
	<u>692,969</u>	<u>550,068</u>
Investment		
Bank interest receivable	-	-
<i>Total Incoming Resources</i>	<u>692,969</u>	<u>550,068</u>
 EXPENDITURE		
Costs of generating voluntary income	33,954	25,905
Charitable Activities		
Staff Costs	437,626	332,706
Staff Training	3,521	7,466
Information and Promotion	7,946	7,953
Outing Travel and Expenses	102,552	80,496
Equipment Expensed	850	2,020
Volunteer Costs	5,939	6,397
Staff Travel	8,512	11,225
General Running Costs	75,795	57,197
<i>Total Outgoing Resources</i>	<u>676,695</u>	<u>531,365</u>
Net Surplus/(Deficit)	<u>16,274</u>	<u>18,703</u>