

Registered Charity Number 1158856



The Snowdrop Project

Annual report and unaudited financial statements  
For the year ended 31 March 2022

# The Snowdrop Project

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## Chair's report

*"Long-term support is crucial for any survivor's recovery. Without it, you may as well not have been rescued at all."* – Sabah, Snowdrop Client.

### We believe in a future free from trafficking

In 2021 we marked 10 years since the Snowdrop Project was founded. Snowdrop was created as a heartfelt response to the needs of survivors of human trafficking on exiting safe houses. The aim was to try and give them every chance to live happy and fulfilled lives. It was started by a small group of volunteers in Sheffield, with the unswerving hope that they could make a difference by listening and responding to the needs of survivors and fighting on their behalf.

Trafficking is not a historic problem. It happens here and now in our towns and cities.

Today, we are proud to say the Snowdrop Project has established itself as a leading advocate and exemplary model of good practice in the sector for long-term support. In 2021 we were honored to win the Centre for Social Justice Award for our contribution towards tackling social injustice. We have also been able to represent our voice at policy making level and develop new influential collaborations to champion the right level of support and care required.

However, it is by no means a straight path. The end of the pandemic has hit all of us in different ways. At Snowdrop we have seen a deeper level of complexity where clients' needs have become more pronounced. Funding what we do continues to be a significant challenge with increasingly uncertain economic challenges ahead.

What I can't commend enough is the incredible commitment, resilience, professionalism and heart of a growing team – both paid and volunteers.

### What role does The Snowdrop Project play?

At the Snowdrop Project we provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives. Our delivery focusses on South Yorkshire whilst advocating on behalf of survivors at a national level.

Our provision is focused on four core services: Casework and advocacy, Counselling, Community Activities and House Renovations.

In 2021/22 we supported **125 adults and 83 children**. The following report details key numbers, service details and impact data from our work, capturing some of the narrative and stories of our clients. The report shows both the need and complexity of our work and the high levels of skill and professionalism demonstrated by the team.

Thank you for partnering with us on this mission. We pledge to continue to be brave and ambitious, working in collaboration and alongside fantastic partners to build a brighter future for survivors, advocating and championing with and on their behalf.

We hope you are as inspired as us by this mission and look forward to finding new ways to partner in the future.

Warm regards,  
Tim Elgar  
Chair

# **The Snowdrop Project**

## **Trustees' report for the year ended 31 March 2022**

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2022.

The financial statements comply with the Charities Act 2011, the governing document, and the charities Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland; FRS 102) issued in October 2019.

### **Governance and management**

The Snowdrop Project is a Charitable Incorporated Organisation (CIO). They registered with the Charity Commission charity on 13 October 2014, registration number 1158856. The organisation is governed by its constitution last amended in July 2022. A board of appointed trustees run the organisation, delegating the day-to-day running of the organisation to employed members of staff.

Due to the nature of the services The Snowdrop Project provides, the Board of Trustees seek to appoint members who have a wide range of appropriate skills and knowledge of the sector that will allow them to govern and grow the Charity successfully. The Charity's governing document permits a maximum of 12 Trustees.

The Trustees conduct a skills review to identify potential gaps in the Board that can then be suitable recruited for. The appointed individuals must fit within the requirements in the constitution, support the values of the organisation and be able to make the necessary time commitments.

All trustees give their time voluntarily and receive no remuneration.

The Snowdrop Project relies heavily on volunteers giving their time to the organisation. Volunteers can claim back expenses in line with our Volunteering policy.

Any staff salaries are decided by looking at comparable positions in the sector, as well as in line with the organisation's vision and values. Salaries are then submitted to the board of Trustees for approval before an offer of employment is made.

The trustees have given due consideration to the Charity Commission published guidance on the Public Benefit requirement under the Charities Act 2011.



## **The Snowdrop Project**

### **Charitable objectives and activities**

The objective of the charity is the relief of those in need by reason of them being, having been, or being at risk of becoming, victims of slavery or human trafficking, in particular by the provision of charitable assistance including support work, counselling, advocacy and associated support services.

#### *Our Mission*

The Snowdrop Project exists to empower survivors of human trafficking to live lives no longer defined by their past and reduce the risk to those vulnerable to the crime.

We are committed to creating, implementing and promoting models of best practice toward whole person centred, multi-agency service provision, nationally and internationally.

#### *Activities*

The organisation currently focuses its activities on:

- providing holistic, specialist support to those who have been victims of slavery or human trafficking individually designed for each person according to their need in order to empower them to live safe and independent lives
- the provision of education, advice and training to others involved in the identification and support of victims and survivors
- To collaborate with others, through practice, research and policy to create, implement and promote best practice and improve outcomes for survivors regionally, nationally and internationally

All the activities aim to reduce the risk of harm to the individual, increase independence, decrease social isolation and improve the general wellbeing and outcomes of the individual.

## **The Snowdrop Project**

### **Lara's speech/letter from the 10 year anniversary**

"You never know the ripples that one action can have to change your future, the futures of others and perhaps the world around you.

10 years ago a handful of people and myself gathered and decided to start a volunteer programme to support survivors of human trafficking beyond the safe house.

We had no idea of the ripple effect that was starting at that very moment; ripples that would turn into hundreds of changed lives, influencing national policy and shaping UK standards of care.

Snowdrop's story has been made up of hundreds and hundreds of those moments over the last 10 years and many of the people who made those decisions are sitting in this room right now...

The moment one of you showed a survivor for the first time that they were not alone...

....another moment one of you let a survivor know someone cared and you would fight for them....

... when one of you volunteered your time to paint someone's first ever home..

...when some of you showed up every single week to let a single parent know there was a loving and reliable community out there for them...

....when a family gave up a room in their house so someone would not be living in a tent and could move forward....

...when an 11 year old decided to become Snowdrop's first regular donor with her pocket money and gave us the encouragement needed to keep going and not shut down the charity....

...when two incredible women decided to give up a day of their week to counsel survivors for free and ensure that therapeutic support could be accessible...

...when a legal firm waived their fees when we couldn't afford to get charity status or buy a building or gave pro bono help to a survivor at the end of their rights....

...when a recruitment firm chose us as their charity of the year, every year, and makes sure no survivor's child is ever without Christmas presents...

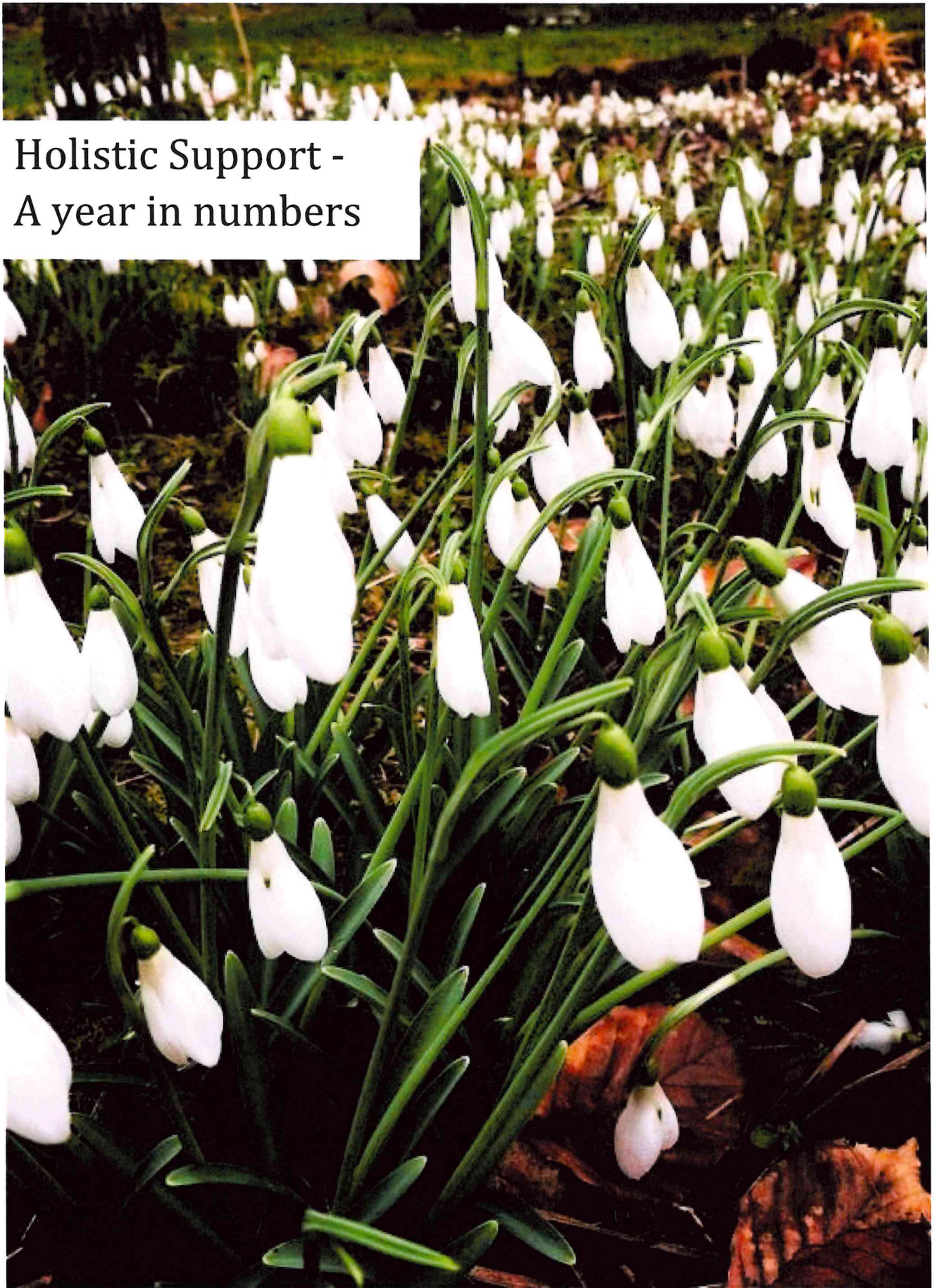
...when a group of Sheffield companies ensured every counselling room was fully furnished with the best quality items....

The moment one of you chose to fundraise. The moment one of you chose to apply for a job with us and gave it everything.

Life is made of moments.

In this moment of reading, I wonder whether you would consider choosing to give, to partner, to volunteer or to fundraise to enable more life changing moments for survivors of trafficking over the next 10 years. Thank you."

## Holistic Support - A year in numbers





## The Snowdrop Project

Snowdrop aims to provide holistic, specialist support to those who have been victims of slavery or human trafficking, individually designed for each person according to their need in order to empower them to live safe and independent lives.

We do this through the provision of four services:

**Casework and Advocacy**  
**Counselling**  
**Community Activities**  
**House Renovations**

### Numbers during the year

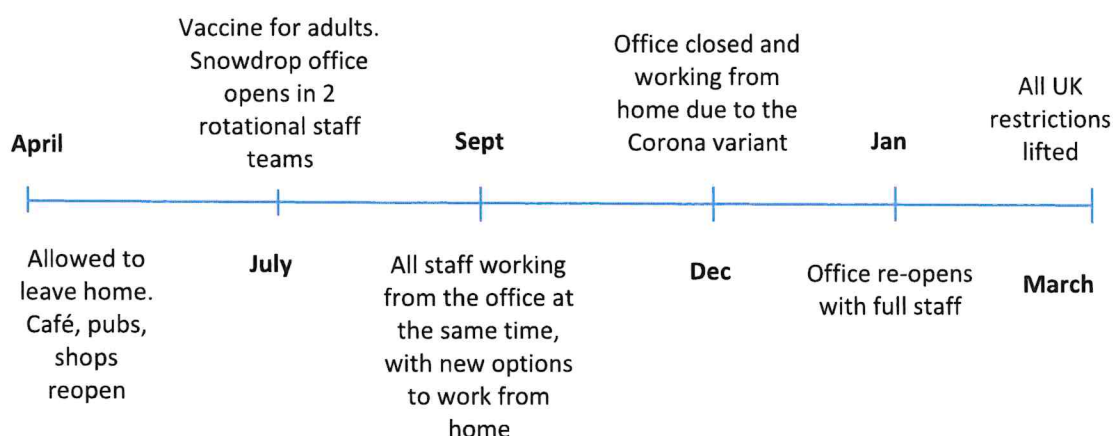
Trafficking and exploitation often involves the deprivation of liberty both physically, mentally and emotionally. People can also experience severe physical, mental, or sexual abuse and neglect as well as being displaced from your own home and community. As a result of multiple negative and detrimental treatments, repercussions are complex and enduring which provides many challenges to reintegration and stability. Our four services are designed to give survivors the best possible chance of recovering from trafficking and living a safe, sustainable and reintegrated life, reducing the possibility of re-trafficking. Below is the presentation of basic data followed by more detailed descriptions of the services and the various adaptations that had to be made for the pandemic and restrictions were relaxed and removed and we adjusted to a new normal.

Casework (inc Reach-In)	Counselling	Dependents	Renovations	Individual benefiting from renovation
72	73	83	12	18

Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **125 adults and 83 children**.

A main focus this year was to sustain support through the end of the pandemic and create stability for both our employees and clients as the UK emerged from the lockdowns and restrictions and Snowdrop moved in to its new home. One significant impact of the pandemic is that the complexity of clients needs have been far more pronounced as a result.

The context behind this year as a timeline:

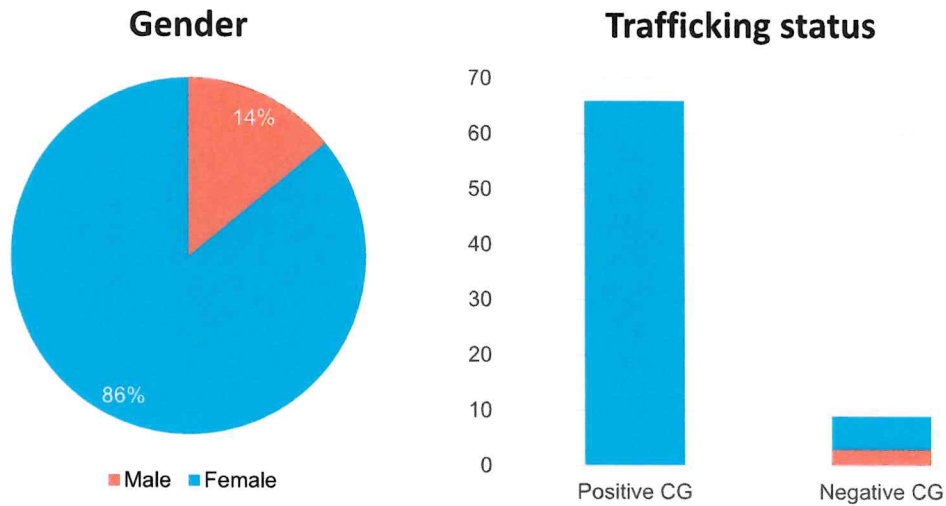


## The Snowdrop Project

### Statistics

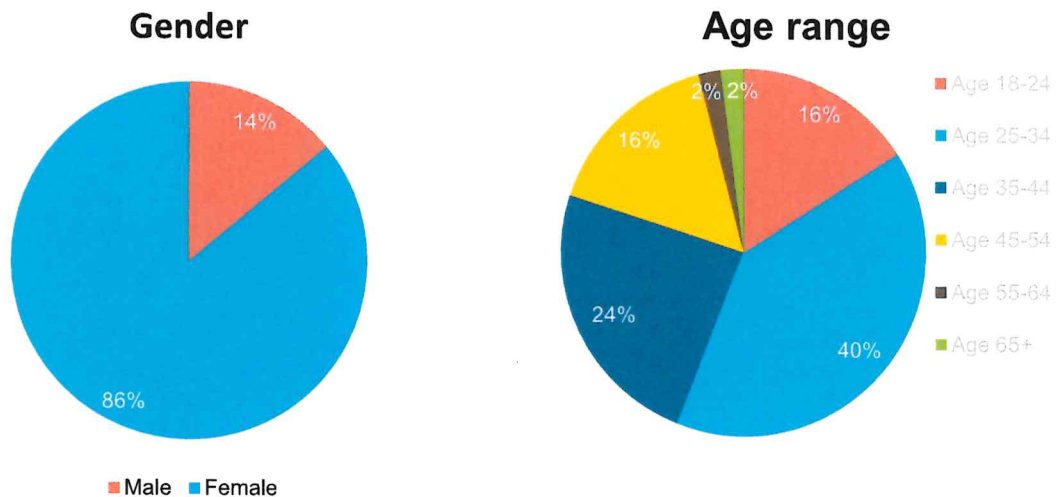
Our CRM is still in development so detailed statistics are still difficult to generate for the organisation as a whole. Therefore, the demographic statistics are reported separately for casework and counselling for transparency purposes.

### Casework



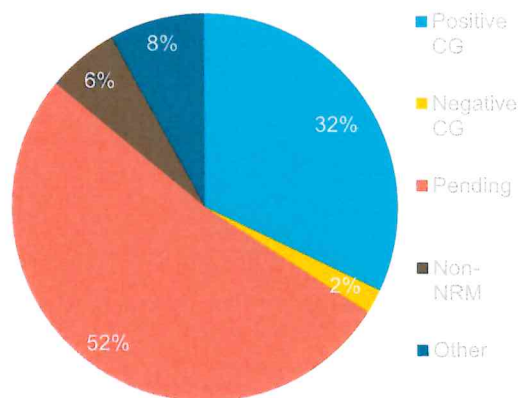
The above chart shows the percentage of referrals that had a positive or negative CG decision at the point of referral to the casework team. The teal colour on the negative CG column indicates the number overturned during this period.

### Counselling

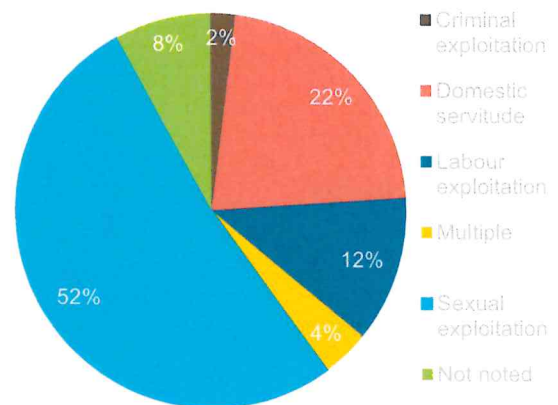


## The Snowdrop Project

**Trafficking status at referral**

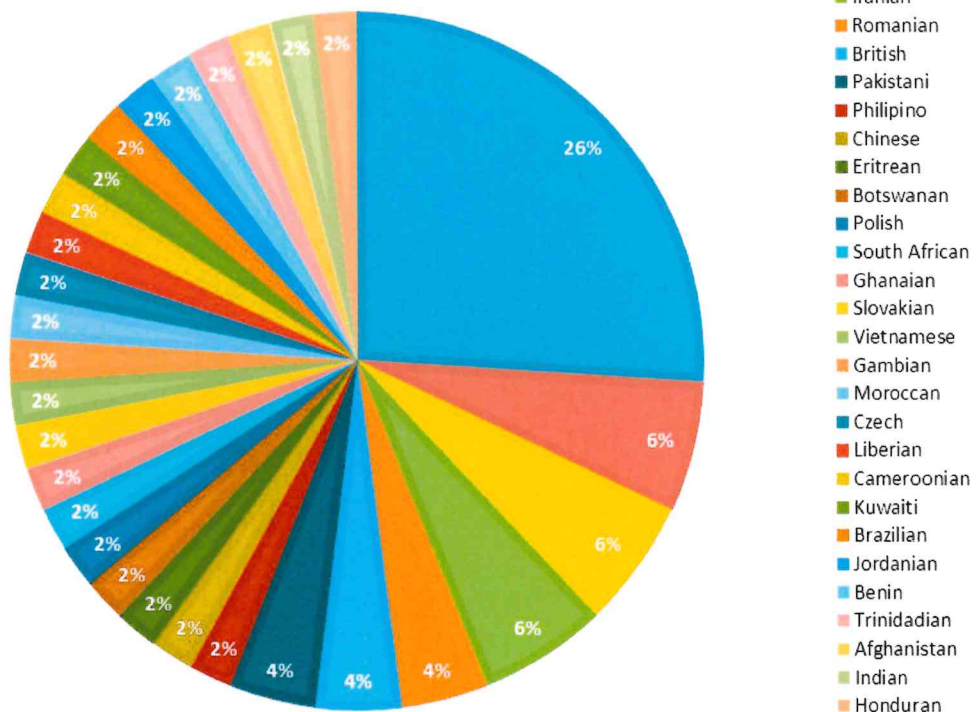


**Type of exploitation**



There is a significant difference in this data to casework, as the counselling team can take referrals for clients at any point in their recovery journey. Casework can only accept referrals either after the NRM or if a person opts not to enter.

**COUNTRY OF ORIGIN BY % IN ORDER FROM MOST TO LEAST COMMON**



The total number of nationalities represented across Snowdrop services this year is 40.



# The Snowdrop Project

## National development

### Advisory Panel for the Independent Anti-Slavery Commissioner

Over the last year, our CEO had the honour of sitting on the Advisory Panel for the Independent Anti-Slavery Commissioner, Dame Sara Thornton. As Dame Sara describes in her report “The purpose of the Advisory Panel is to provide me with guidance, challenge and support...and is comprised of a diverse body of experts”. Within her final report, the IASC highlighted the collaborative work between The Snowdrop Project, Hope for Justice and The British Red Cross to create an accredited framework for Independent Modern Slavery Advocates (IMSA). This work began in this year and has continued in to 22-23.

### Independent Modern Slavery Advocate development

The vision of the Independent Modern Slavery Advocate (IMSA) follows in the footsteps of similar roles such as IDVA’s (Independent Domestic Violence Advocates) and ISVA’s (Independent Sexual Violence Advocates) to provide advocates that are trained and employed at a specified standard to provide consistent, independent guidance and support. Hope for Justice has piloted the initial programme and approached Snowdrop following the creation of the Training Standards. The other key partner in this development is the British Red Cross. This is a 3 stage project that is only in stage one. During stage one, survivor consultants have been recruited to work with the three lead organisations to ensure the voice of survivors is at the heart of IMSA development. Having started in 2022 and continuing in 2023, sector workshops are being held to consult on topics such as training programmes, host organisations, connection to the NRM, best practice etc. Feedback from these sector workshops will inform the creation of the stage 2 pilot where IMSA will be employed by select organisations to monitor and evaluate the impact on a small scale before recommending a UK wide roll out.

### MOP (Moving On Project)

Medaille Trust approached Snowdrop to provide training, guidance and consultation as they created 7 small branches for long-term support in the UK. Medaille decided to adopt a slightly different model to Snowdrop in which all support workers were home-based with no allocated office space to meet clients. Snowdrop provided training, continued practice development and reflection in support of the branches. We were contracted to provide this for the first 18 months of development. It is exciting to see most of the branches still in operation, with some variation to include support prior to the NRM as well as post. As part of our involvement we had a number of reflections and learning, including: a central hub/office space is key to effective service delivery, staff wellbeing and efficient time with clients; in long-term partnerships, buy-in is key at all levels of the organisations involved; adequate time should be built in for recruitment, to create and develop referral pathways and for staff training; establishing a developed database is key; and being willing and able to adapt to unexpected changes (such as the pandemic).

### Centre for Social Justice (CSJ) Award winner

Snowdrop was selected as the winner of the Centre for Social Justice Award for its contribution towards tackling social injustice. The prize consisted of a professional tailor made video about our work which can be viewed on YouTube: <https://www.youtube.com/watch?v=aeFrdPe3sGQ>. We would particularly like to thank all those involved in the filming process as each survivor was cared for and supported through the process of filming. One client, with a passion for videography, was even given the opportunity to shoot his own stand-in actor for the footage.

“Snowdrop showed me which way I can go. Snowdrop is not giving up and trying, trying, trying and keep trying” *Quote from the CSJ film 2021*

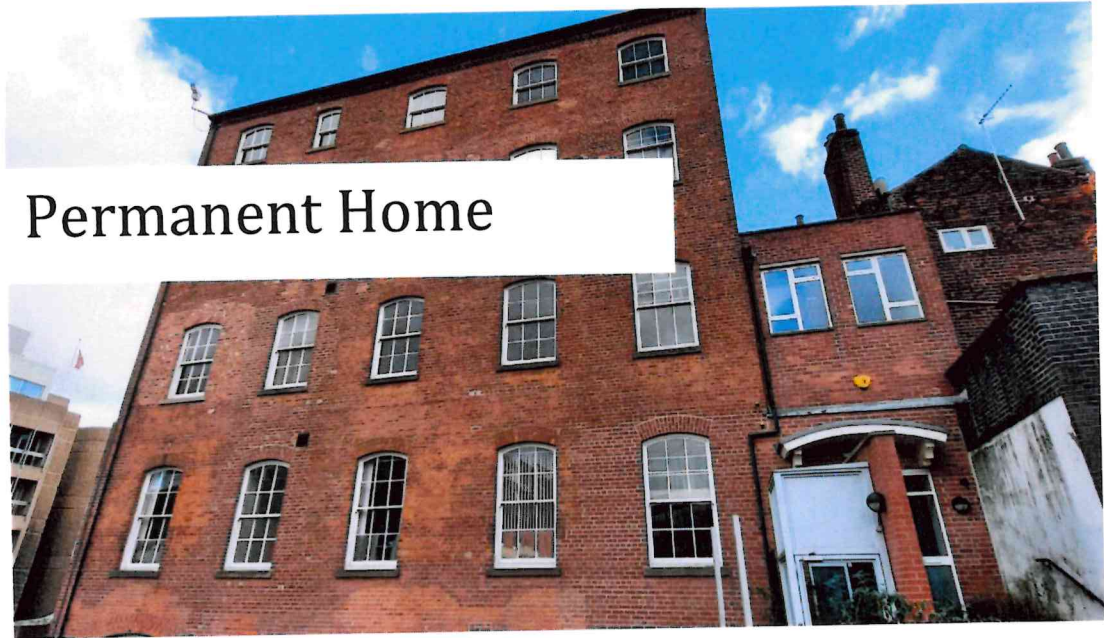
## The Snowdrop Project

### Work with Local Housing – Trusted Assessor Status highlighted

In 2018, the Snowdrop casework team made an agreement with Sheffield City Council that authorised Snowdrop casework personnel to act as 'Trusted Assessors'. This means that casework staff members are able to assess the housing needs of their client, submit this to SCC and skip additional interviews that would often re-traumatise the client. This year this was highlighted by the Salvation Army throughout the Modern Slavery Victim Care Contract (MSVCC) as best practice when working with housing departments, written up in the Local Government Association magazine and promoted to all other contractors as a process to pursue.



## The Snowdrop Project



### Permanent Home

After 2 years of planning and fundraising, Snowdrop completed the purchase of a beautiful red brick, 5-story building called Castle Green at the end of 2020, which we refurbished and occupied in 2021. The building is larger than needed for the sole purpose of Snowdrop so the top two floors are rented to other complimentary charities. We have a vision that the building will be a safe, trauma informed space to cater for different vulnerable people groups of all ages and backgrounds whilst also ensuring another stable income stream for Snowdrop. Word of mouth has been the most effective advertising method and resulted in all the spaces being rented out swiftly. The building is currently benefiting:

- SAVTE – Teach English as a second language and provide volunteering opportunities for people integrating in to the UK
- ATLEU – Provide legal support to survivors of human trafficking
- GROW – Support 16 – 24 years old's who have struggled with the standard educational pathway and provide support in to employment pathways through mentoring and gardening
- IRISE – Conducts menstrual health research, advocacy and policy development whilst providing sanitary products to vulnerable people
- FUMBLE – Creates positive, informative, healthy sex education for and created by 12 – 25 year old's

The building has become a hub of activity with all charities being able to use small meeting rooms and community rooms to run events and hold one to one meetings.



### Casework & Advocacy

Snowdrop's casework support programme aims to build on a survivor's inner strength and empower the clients to tackle their many challenges, take control of their future and build a new life for themselves. To draw out the person's strengths and gain their trust, we create a safe space and support clients to form a basis of stability, returning their agency and decision-making powers. Our Casework Team ensure that clients know and understand all available choices and make their own decisions. Our caseworkers employ social work principles and provide support across numerous issues. This includes police investigations, legal support, housing, education, employment, family life and wellbeing. Our casework support programme forms a central pillar for survivors as they build a new life. Our clients work with one of Snowdrop's Caseworkers on their overarching difficulties and the daily challenges they face. This year, the skills of the team were stretched even further as they helped clients navigate the regularly changing landscape as we emerged from the pandemic and provided information around covid and the vaccine programme.

When additional support was required, caseworkers made referrals to other professional services such as solicitors, drug or alcohol support, mental health agencies or child protection workers. However, it became clear over the year that many services clients were entitled to, often had less staff and more demand so sometimes accessing this was much tougher and meant caseworkers spent even more time trying to 'prove' a clients eligibility. Nevertheless, as one client explains below, the people we support are encouraged and motivated to try, try and try again.



## The Snowdrop Project

### CASE STUDY

One of our clients had been waiting for her asylum decision/appeal for 5 years. During the four years we supported her we contacted the MP, chased the home office, wrote detailed support letters, attended the immigration tribunal to give evidence, supported the client to attend expert appointments to be assessed for her mental health.

The length of the delay had impacted on the clients mental health, the client was struggling with low mood and suicidal ideation. We helped the client access mental health services, helped manage the risk of suicide and did several safeguarding referrals for this case when we felt the client was not able to keep herself safe. We also worked closely with the children social services MAST team to help the client with her parenting, which massively improved her ability to set boundaries for her child. We supported this client to access a care package under the Care Act 2014, we advocated for a care assessment, managed to secure funding. This client was then offered a carer who would attend her home weekly to clean and help her with the shopping. As the client had fibromyalgia and serious mobility problems, having this care package transformed her quality of life and improved her mental health.

This was the quote from this client on exit (exited June 2022)

***What do you feel like you have achieved during your time at Snowdrop?***

*With my heart I am very thankful with my second family. From my terrible life I aim to my goal to be settled and feel 75% settled. I have learnt-don't give up. Try, try, try and try again.*

***Is there anything Snowdrop could have supported you better with?***

*I think I got everything. I am happy to say I have received all support with every side of life-personal, relationships and with my son. I received the best.*

Regardless of the additional challenges, the outcomes for clients were significant:

- 98% engaged regularly and consistently with their caseworker
- By the end of the year 82% were in permanent accommodation with 52% having moved from temporary to permanent housing during this year with our support
- Out of those in permanent accommodation, 80% were able to manage their finances
- 46% were assisted with digital connectivity through grants providing laptops and phones enabling better learning opportunities and connections with family
- 44% went to college or another form of education
- 28% attended ESOL
- 25% gained employment (mainly in the care sector or as warehouse operatives)
- £45,000 of compensation money was awarded through CICA
- 75% were assisted to access health care support, with 28% accessing Snowdrop counselling service
- 5 clients were supported through criminal convictions
- 5 clients have been supported with family reunion. One partner has been reunited, and two clients reconnected to their children. The other 2 are still ongoing due to severe home office delays

## The Snowdrop Project

- 55% were supported to access a solicitor. This was particularly challenging when working from home and observing social distancing but it's a key part to many survivors recovery and stability.
- Most non-EU clients are asylum seekers at the point of referral. At the end of the year, 94% of our non-EU clients had either refugee status, indefinite leave to remain or discretionary leave

When the public were allowed to meet together again, the casework team organised some additional activities to help clients reconnect, feel safe and be creative. From January to March, there were pottery classes, a day out to South Yorkshire Sculpture Park and a relationship course.

The latter was organised as a few clients were caught in abusive or exploitative relationships during the pandemic, and many have noted that they struggle to form healthy relationships and friendships due to past experiences. We partnered with FUMBLE (one of the tenants), who created a customised course specifically for our clients. The course was a real success with many clients opening up for the first time and engaging with potentially distressing or difficult topics.

"One of my clients had struggled throughout the time I have worked with her to attend community groups and connect with new people, which left her socially isolated. During session two when we were discussing boundaries, the client said, "my boundaries are too rigid and I want to work on them". I felt this was a real breakthrough moment for her" - **Caseworker**

# Counselling



Our Counselling manager was hired part way through the pandemic. As counselling is most effective face-to-face, they designed a new programme of support but were not able to properly launch it. This year saw the theory turn to practice. The new programme is based on 3 pathways (below).

Pathway	Pathway 1 (8-12 weeks)	Pathway 2 (16 – 20 weeks)	Pathway 3 (long term)
<b>Client stability</b> (Maslow's hierarchy of motivation).	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
<b>Client needs</b> (mainly expressed in physical symptoms).	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation -. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.
<b>Counselling/therapy focus.</b>	Present /here and now. Psycho-education window of tolerance, short term affect regulation, coping tools, grounding, body awareness. Functioning - sleep, eating, routine and supportive activities.	Present /here and now - aspects of the past triggered by current events.  Client learning self-regulation, taking control in their life. Housing and refugee status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.



## The Snowdrop Project

### Pathway One

Pathway one introduced new alternative therapies such as art therapy, yoga therapy, acupuncture and shiatsu which have had significantly positive outcomes

### Shiatsu & acupuncture feedback

- I now don't check the windows at night, I sometimes sleep. My back pain is not like before, this worked for me.
- A situation has arisen within the house, which have been immensely triggering, particularly exacerbating my PTSD. Overall the acupuncture has been invaluable to my recovery and I am immensely grateful, thank you. I understand now what recovery looks a lot like this. It's a gradual steady incline that is general improving. But there will always be peaks and troughs, at the moment I am having a bit of a dip and it will pass.
- After the massage I just feel so relaxed, its very good. My ankle finished pain after treatment, now I can walk further, I love walking. You press where pain is.
- At the beginning, I didn't know what shiatsu was, now I enjoy it, I am relaxed and can fall asleep.

Hoa\* is a survivor of human trafficking and exploitation who we have been working with over the last year. Due to the experiences in her past, Hoa has suffered with chronic pain for 10 years and relies on a large amount of pain medication.

We referred Hoa to Annette, our acupuncture and shiatsu massage therapist. "The massage and acupuncture sessions I had were really helpful", says Hoa. "They reduced my back and knee pain. My shoulder pain went away completely! The sessions made me feel relaxed which reduced my headaches. All of this meant I was able to reduce my pain medication."

We are thrilled that Hoa is finally experiencing a level of relief from her pain and we are hopeful for the freedom this will bring her.

### Yoga feedback

- For me I would say the group helps to relax tension in your body and helps to build confidence being around people. It's lots of fun here.
- It provides me a safe space where I can totally relax my body. Usually, my body is so tense and sore because of my life. I am more aware of my body. It provides me techniques I can use to bring myself back to calm when I am feeling anxiety and where I don't have so much pain. The group is fun and amusing I love the games, I missed that part of my life, my childhood. I feel safe and comfortable it's improved my communication skills.

"A client and I [caseworker] went to view a property this morning; unfortunately, it was not suitable and they found the experience very distressing. However, as we were walking away, she stopped, closed her eyes, and said, 'I am going to do what Cat [yoga teacher] taught me'. I watched as my client took deep calming breathes and after two minutes she said that she was feeling better. The shaking subsided and her breathing calmed. My client later disclosed that she now does breathing techniques at home too. I think this will make a big difference to my clients quality of life as she feels in control." – **Feedback from a caseworker**

## The Snowdrop Project

### Pathway Two

Pathway two provides talking therapy (with interpreters when needed) to actively learn about the window of tolerance, practice emotional regulation, talk about past memories triggered by the present, and guide in taking control of their life. Counsellors use assessments at the beginning and end of counselling to understand what a client would like and what the outcomes are. Desired outcomes for counselling vary significantly such as learning relaxation exercises, how to cope without drinking, how to be comfortable with men, get rid of nightmares and negative thoughts, understand why things are hard, finding me and who I am.

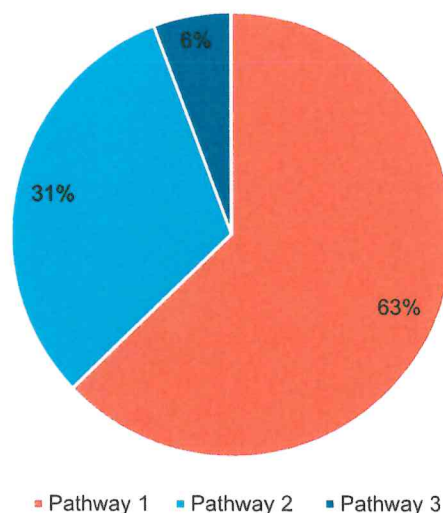
At the final assessment, all pathway 2 clients reported improvements in

- confidence
- feeling in control
- feeling positive
- coping with life
- quality of relationships
- less anxiety
- less depressive emotions

### Pathway Three

As this pathway provides space to go into depth about past experience of trauma, there are not many clients on this pathway. During this year only 2 clients started on pathway 3. There are currently no outcomes to report as they have only recently started on pathway three.

Percentage in different pathways



# Community, Renovations & Volunteer Activities



Like all other areas of service delivery, the beginning of the year varied significantly from the end. The first 6 months saw the continuation of zoom based events but also an increase in zoom fatigue. However, those who attended or took part in activities sent to their house, reported that it decreased feelings of loneliness and isolation

Virtual activities		
Virtual Baking	Mum & Toddler YouTube	Attendance Virtual ESOL
5	4 videos, 27 Views on average	10

Wellbeing packs, including colouring activities were sent to clients to enjoy at home. Although many clients appreciated these, one in particular was inspired to use drawing as a form of therapy:

Kia's\* art work



Kia\* realised that colouring and drawing was a really helpful strategy for her to get painful memories out. She shared her drawings with us and said she wants to show people how it feels to be a survivor of human trafficking. She said, "In my heart I felt my mum is probably very happy that I am out of all this. I cannot explain what I felt when drawing this. I thought my mum and Allah have always been with me. I want to get everything out of my head and drawing helps."



## The Snowdrop Project

Once face-to-face activities returned, we saw a large jump in numbers attending ESOL and Mum and toddler group. The pandemic also prompted a need for IT lessons due to digital illiteracy needs and piloted these classes towards the end of the year (see case study).

Face to face activities					
ESOL	IT	Toddler Group	Dance Class	Climbing	Photo event
28	8	22 Adults, 26 children	4	4	28

One of our long-term clients Ayesha\*, who has mobility problems and struggles with her mental health, has been attending the digital skills classes. Ayesha has often struggled to engage with community activities over the years; she faces many barriers including her level of pain and fear of meeting new people. Ayesha managed to make her own way to the Snowdrop building and arrive for her classes on time. This has not always been easy and quite rightly feels like a massive achievement.

Ayesha was really excited coming out of class and talking about her new skills to type and delete things. She said she feels confident attending the classes because they're held at Snowdrop, she feels safe and her teacher is very helpful.

Climbing and the photo event are new community activities for this year. The Climbing Hanger in Sheffield, kindly offered clients who attended one workshop at their venue would be given free membership to come when they wanted. This has started small but is growing in interest as word is spreading. Clients who attend report growth in self-confidence and feelings of joy. The clients who attend say they laugh more at climbing than they do in any other activity in their life.

The photo event was created when a client told her caseworker that her children's school photos were coming up but could not be afforded at £30 per child. She felt excluded from the experience and really wished she could have professional photos of her kids. Our community facilitator is a skilled photographer and responded to this news by creating a professional photography day for any client and/or their children to attend.

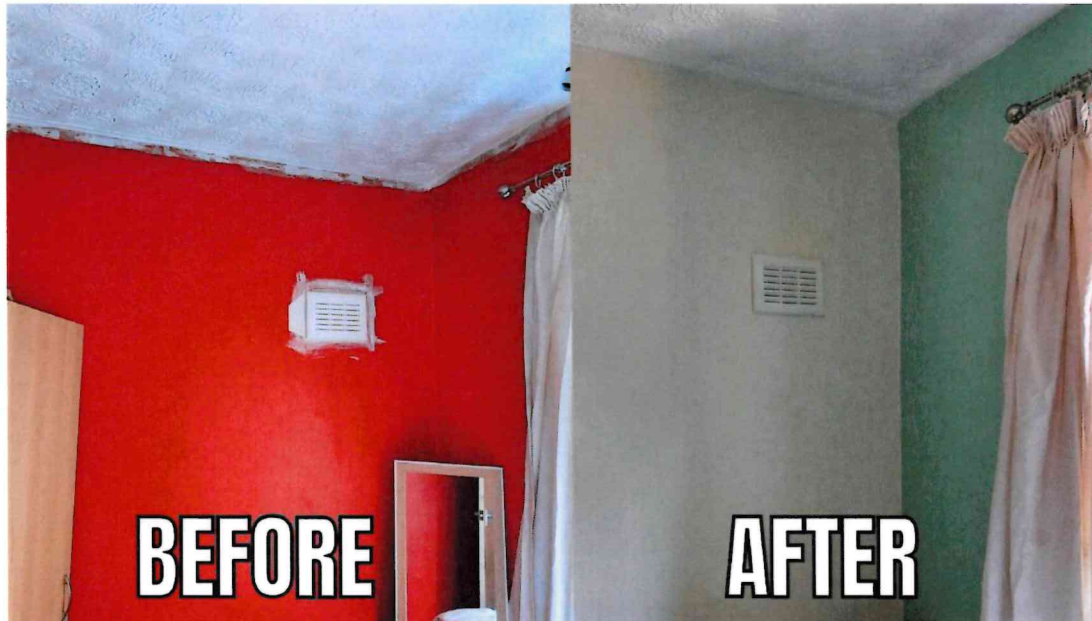
The day was held in the Snowdrop community room and captured beautiful family photos, children in uniform, clients who had dressed up specially and friendship photos. The day had a positive and upbeat atmosphere and was really appreciated by everyone. One client said that she *"finally felt like herself again"* and, on seeing her own photo, another commented *"What a beautiful woman"*. We are planning to make this an annual event.



## The Snowdrop Project

### Renovation programme

It was glorious to see the full return of the house renovation programme this year. During the pandemic months, no volunteers could help, and vouchers and guidance often had to be given instead of the full renovation. From July of this year, we had the freedom to enter other houses again and meant that we could more easily paint, decorate and move furniture in. However, although the programme returned, there is a noted decline in the recruitment, retention and availability of volunteers which puts the bulk of the practical work on staff rather than through the management of volunteers and takes them away from other aspects of their normal 'day job'. If this doesn't change over the next year, we may need to revisit how the renovation programme is operated.





## The Snowdrop Project

### Fundraising



The fundraising team at Snowdrop is small but mighty. With no full time members of staff, one head of fundraising, one communications and donor relations manager and a trusts and grants writer, they achieve an incredible feat every year raising almost £800,000. Looking at our projections, we predict that we are likely to plateau if we do not increase the size of the team, so in within the next year our intention is to strengthen and increase the capacity of the team.

This year the team also assisted in the creation of a new website, the full use of the CRM system eTapestry and ran various virtual and in-person events.

#### What events did we run?



*Sheffield 10k and half marathon*



*Three Peaks*



*Snowdrop Gala*

Training with Snowdrops runners was a fantastic experience! Very friendly and encouraging group!

Don't say I can't! Say I can! Get off the couch and make a difference to your own life and to others at the same time! With each step you gain confidence to run further!

*Couch to 5k*

## **The Snowdrop Project**

Over the course of the year we engaged 51 people in fundraising, 40 volunteer marshals for the running events and 303 attendees at the Gala.

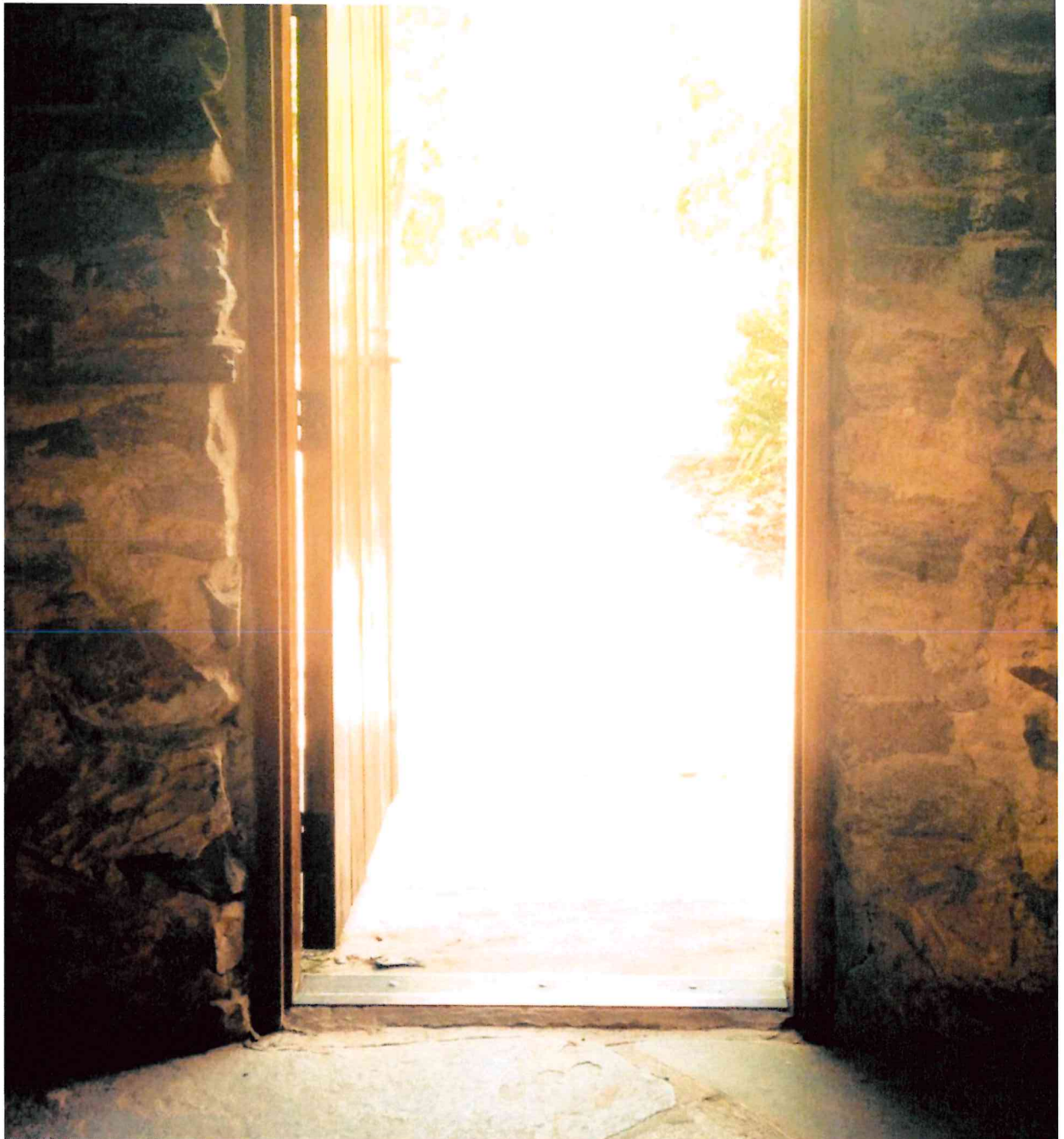
The Snowdrop Gala was due to happen in April of 2020 but unfortunately had to be delayed until March 2022. The evening was a great success and celebrated 10 years of Snowdrop, presented awards for outstanding volunteers, heard first-hand accounts from previous clients and finished off with a fantastic auction and disco. We aimed to raise £12,000 and ended up raising £39,025. Thanks to Henry Boot for sponsoring the event and ensuring that everything raised on the night went towards supporting survivors. Each award was sponsored by a different company, so we also thank and acknowledge Verus Recruitment, Meter Provider, DLA Piper and arm.

### **Companies**

A big thank you to Irwin Mitchell, Westbourne School, Women's Institute (Ecclesall Road), Green Core, Maebell & Bo, The Soroptimists, Verus Recruitment and Raheal Mirza for their support over the year.



## Future Plans





## **The Snowdrop Project**

### Stability

Continuing to find our way out the pandemic, we will still need to focus on stabilising the charity and the process in the new building. We have enlisted the support of an ISO consultant to help us create new policies, procedures and guidelines for staff, tenants and volunteers ensuring a smooth running of communications, systems and the building. For the first year in the building, we have employed a building management company to set up systems in line with building regulations, but we hope to take over the management ourselves after the first year to reduce outgoings.

### Support for dependents

Our childcare support has historically been run by volunteers that works to enable clients to attend appointments and activities without needing to worry about their children. However, as stated in the report, volunteer recruitment and retention declined during the pandemic and hasn't returned since. This means our community facilitator has had to pick up the cover and has reduced their capacity to run activities. In the next year we intend to employ a children and young persons worker to focus on providing support for dependents while releasing the community facilitator to expand opportunities for clients.

### CRM

The development of the CRM is still underway. Unfortunately, it has taken longer than expected to complete. This is key to the organisation developing and potentially expanding so it's important we get this right.

### Male services

In January, we employed a male development worker to open up pathways to increase referrals for male survivors and understand if there are any barriers we need to try to address to make Snowdrop more open.

### Fundraising

The fundraising team have continued to work hard to bring in the much needed funds. This year we aim to increase this capacity and diversify our income streams which will start with more investment in this area. One aim is to develop and strengthen corporate partnerships.

### Training, policy and research

Providing and charging for our training, is a fantastic opportunity to both increase our income stream and further our charitable aims and objectives. Training and policy demands are increasing but currently have no-one to oversee and coordinate this. In the next year we will hire a person to strengthen these elements of the charity and respond quickly to incoming requests and demands.

### Intersectionality with learning disability

After supporting a number of clients with cognitive impairments and learning disabilities, and speaking to others in the field with similar experiences, we have realised there are a lot of knowledge gaps. We will be working with the Human Trafficking Foundation to coordinate a working group of professionals to create resources and a tool box to guide those in the sector.

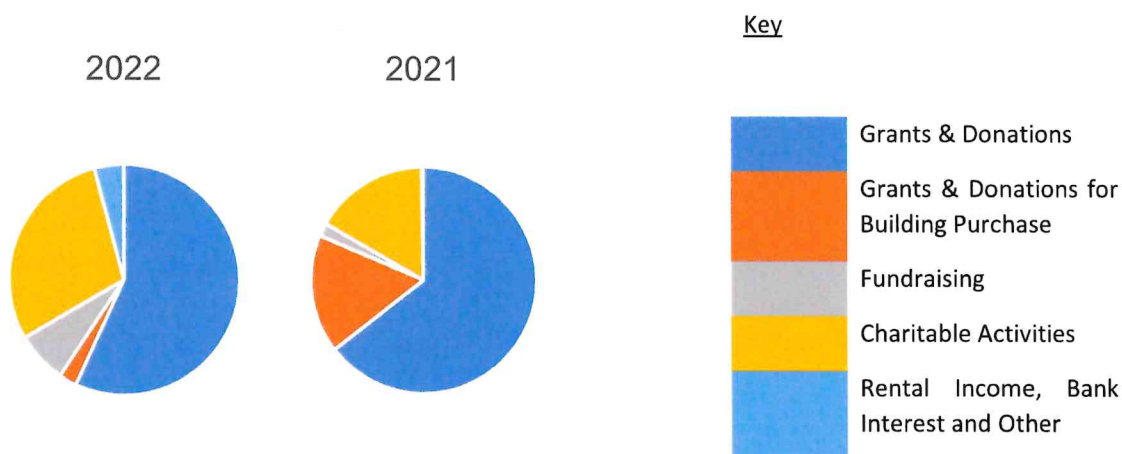
## The Snowdrop Project

### Financial Commentary

#### Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31<sup>st</sup> March 2022 were funded predominantly through grants and donations income 56.8% (2021 64.5%). 2021 figures included one off income received towards the purchase and renovation of the new Castle Green premises 16.9% (2022 2.5%). The remaining funding of the Charity arose from charitable activities 29.3% (2021 16.5%), fundraising 7.2% (2021 1.9%), and bank interest/other income 4.2% (2021 0.2%).

	2021/22	2020/21
Grants & Donations	56.8%	64.5%
Grants & Donations for Building Purchase / Renovation	2.5%	16.9%
<b>Total Grants &amp; Donations</b>	<b>59.3%</b>	<b>81.4%</b>
Fundraising	7.2%	1.9%
Charitable Activities	29.3%	16.5%
Rental Income, Bank Interest and Other	4.2%	0.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>



#### Financial Review

During the financial year to the 31<sup>st</sup> March 2022 the Snowdrop Project raised income of £747,343 (2021 £897,087) from all activities and incurred total expenditure of £792,638 (2021 £533,514). This resulted in a net loss of £45,295 (2021 £363,573 surplus) mainly due to planned renovations expenditure on the Castle Green premises of £39,679. This work was funded from a £100,000 designated reserve set aside by the Trustees in 2021 for anticipated renovation work, with the balance planned to be used early in the following year. Year-end total reserves were £665,057 (2021 £710,352) comprising general funds £312,944 (2021 £277,550), restricted funds £65,565 (2021 £103,595), and designated funds in respect of the property purchase and renovations £286,548 (2021 £329,207).

Restricted Income as shown in the Statement of Activities was £393,794 (2021 £640,999). Grants, donations, and legacies raised to fund specific programme costs totaled £177,179 (2021 £358,587) and a further £19,022 (£151,647) was received to help fund building renovations. Income from

## **The Snowdrop Project**

charitable activities was £197,593 (2021 £130,765) principally from the Big Lottery Fund to support casework and counselling and from Sheffield City Council for covid support.

Unrestricted Income was £353,549 (2021 £256,088). Grants and donations income £247,485 (2021 £220,020) represented 70.0% (2021 85.9%) of unrestricted income. Fundraising activities income of £54,044 (2021 £17,033) improved after being negatively impacted by the Covid-19 pandemic in the previous year, accounting for 15.3% (2021 6.6%). Charitable activities income increased to £21,196 (2021 £7,145). The balance of unrestricted income £30,449 (2021 £1,300) arose mainly from rental income.

### **The Financial Impact of Covid-19**

The Snowdrop Project continued to adjust during the financial year to changing covid restrictions and its impact on operations and services for clients. The Trustees met in January 21 to set the budget for 21/22 and beyond, forecasting a small net income each year, however as the country emerged from the pandemic, we believed that the opportunities and availability of funding would be more challenging. We sought to address this by looking at opportunities to diversify our income including renting out space, securing new contract income, training, and expanding our community activities. Fundraising activities were boosted in the financial year with a successful 10<sup>th</sup> Anniversary celebration dinner in March 2022 and new fundraising initiatives such as the Kilimanjaro Challenge planned for September 2022. We were also successful in applying for emergency covid grant funding to support our operations and avoiding the need to furlough staff. Funding also enabled us to continue to support clients with food deliveries, help with utility bills and basic data packages.

The Trustees met regularly during the year to review the financial forecast with the aim of maintaining a breakeven position on operational activities and avoiding the need to draw on reserves. The Charity did however undertake planned renovation work, which was funded from a designated reserve and as a result a modest net loss resulted in 21/22.

### **Investment Policy**

The level of the Charity's reserves is such that funds are invested for the short term rather than long term. The criteria for investment are that the financial institution should have ethical credentials, offer a competitive rate of return in the marketplace and be a low-risk investment.

Returns on investments are modest, arising from historically low interest rates, realising £375 in the year ending 31<sup>st</sup> March 2022 compared with £590 in the previous year.

### **Reserves Policy**

- The Trustees have determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.
- Free reserves at the 31 March 2022 were £279,262 or 6.3 months reserve cover based on the forecast unrestricted expenditure and mortgage payments for 21/22. This represents reserve cover marginally in excess of the six months policy. Based on budget for 22/23 the reserve cover is budgeted to remain at 6.3 months at 31 March 2023 before reducing to 6.0 months at 31<sup>st</sup> March 2024.
- A designated fund of £286,548 was held at the 31 March 2022 in respect of the funds spent or committed for the purchase and renovation of the Castle Green premises.
- The Snowdrop project also held restricted reserves at year end of £65,565. These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.



# The Snowdrop Project

## Reference and administrative information

Charity Number: 1158856  
Principal Office: Castle Green, 7 Castle Street, Sheffield, S3 8LT

## Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017	
Tina English	Vice-chair	appointed 13 October 2014	resigned 19 July 2022
Jon Kenworthy		appointed 28 July 2018	
Nadia Porter		appointed 19 September 2019	resigned 30 November 2021
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Tim Bottrill		appointed 1 May 2021	
Lisa Domoney		appointed 4 October 2022	
Samantha Dixon		appointed 22 November 2022	

## Secretary

Emily Brown (non-voting administrator)

## Key management personnel

Lara Bundock Chief executive officer

## Advisors

Bankers: Reliance Bank Limited, Faith house, 23-24 Lovat Lane, London, EC3R 8EB

Independent examiner: Sarah Lightfoot, FCA DChA  
Employee of:  
VAS Community Accountancy, The Circle, 33 Rockingham Lane, Sheffield,  
S1 4FW

The board of trustees declare that they have approved report above on 22 November 2022

Signed on behalf of the board of trustees by:



Tim Elgar  
Chair of Trustee

## Independent examiner's report to the trustees of The Snowdrop Project

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2022.

### Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: S Lightfoot  
Sarah Lightfoot, FCA DChA  
Employee of:  
VAS Community Accountancy  
The Circle  
33, Rockingham Lane  
Sheffield  
S1 4FW

Date: 8 December 2022

## The Snowdrop Project

### Statement of financial activities

(incorporating the income and expenditure account)

For the year to 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £	Restricted funds £	Total 2021 £
<b>Income from:</b>							
Grants, donations and legacies	2	247,485	177,179	424,664	220,020	358,587	578,607
Grants and donations for Building Purchase and renovations	3	-	19,022	19,022	-	151,647	151,647
Total grants and donations		247,485	196,201	443,686	220,020	510,234	730,254
Charitable activities	4	21,196	197,593	218,789	17,145	130,765	147,910
Fundraising activities		54,044	-	54,044	17,033	-	17,033
Bank interest		375	-	375	590	-	590
Other activities	5	30,449	-	30,449	1,300	-	1,300
		<b>353,549</b>	<b>393,794</b>	<b>747,343</b>	<b>256,088</b>	<b>640,999</b>	<b>897,087</b>
<b>Expenditure on:</b>							
Raising funds	6	30,590	-	30,590	1,628	15,251	16,879
Charitable activities	7	304,983	422,096	727,079	81,407	435,228	516,635
Other activities	9	34,969	-	34,969	-	-	-
		<b>370,542</b>	<b>422,096</b>	<b>792,638</b>	<b>83,035</b>	<b>450,479</b>	<b>533,514</b>
<b>Net income/(expenditure)</b>		<b>(16,993)</b>	<b>(28,302)</b>	<b>(45,295)</b>	173,053	190,520	363,573
Transfers between funds	21	9,728	(9,728)	-	271,248	(271,248)	-
<b>Net movement in funds</b>		<b>(7,265)</b>	<b>(38,030)</b>	<b>(45,295)</b>	444,301	(80,728)	363,573
Total funds brought forward		606,757	103,595	710,352	162,456	184,323	346,779
<b>Total funds carried forward</b>		<b>599,492</b>	<b>65,565</b>	<b>665,057</b>	<b>606,757</b>	<b>103,595</b>	<b>710,352</b>

# The Snowdrop Project

## Balance Sheet

As at 31 March 2022

	Notes	£	2022 £	£	2021 £
<b>Tangible assets</b>	<b>12</b>	645,832		647,448	
<b>Intangible assets</b>	<b>13</b>	<u>34,860</u>		<u>24,960</u>	
			<b>680,692</b>		<b>672,408</b>
<b>Current assets</b>					
Debtors	<b>14</b>	28,217		70,911	
Cash at bank and in hand		351,008		371,803	
<b>Total current assets</b>		<u>379,225</u>		<u>442,714</u>	
Creditors: amounts falling due within one year	<b>15</b>	(47,216)		(42,755)	
<b>Net current assets</b>			<b>332,009</b>		<b>399,959</b>
<b>Total assets less current liabilities</b>			<b>1,012,701</b>		<b>1,072,367</b>
Creditors: amounts falling due after more than one year	<b>17</b>	(347,644)		(362,015)	
<b>Total net assets</b>			<b>665,057</b>		<b>710,352</b>
<b>Represented by:</b>					
<b>Funds of the Charity</b>					
Restricted income funds	<b>19</b>		65,565		103,595
General funds		312,944		277,550	
Designated funds - property purchase and renovations	<b>20</b>	<u>286,548</u>		<u>329,207</u>	
<b>Total unrestricted funds</b>			<b>599,492</b>		<b>606,757</b>
<b>Total funds</b>	<b>22</b>		<b>665,057</b>		<b>710,352</b>

Approved by the board of trustees on 22 November 2022

Signed on behalf of the board by:



Tim Elgar  
Chair of Trustees

The Snowdrop Project

Statement of Cash Flows  
For the year ended 31 March 2022

	Notes	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	25	46,910	295,801
<b>Cash flows from investing activities</b>			
Investment income	375	590	
Purchase of fixed assets	(27,451)	(649,654)	
Purchase of intangible assets	(14,880)	(24,960)	
<b>Net cash (used in)/provided by investing activities</b>		(41,956)	(674,024)
<b>Cash flows from financing activities</b>			
Cash inflows from new borrowing	-	380,000	
Repayment of borrowing	(25,749)	(8,583)	
<b>Net cash provided by/(used in) financial activities</b>		(25,749)	371,417
<b>Change in cash and cash equivalents</b>		(20,795)	(6,806)
<b>Cash and cash equivalents at the beginning of the year</b>		371,803	378,609
<b>Cash and cash equivalents at the end of the year</b>		<u>351,008</u>	<u>371,803</u>

**The Snowdrop Project**  
**Notes to the Accounts**  
**For the year to 31 March 2022**

**1 Accounting Policies**

**(a) General**

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The address of the registered office is given in the charity information on page 27 of these financial statements.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and with the Charities Act 2011.

The Snowdrop Project meets the definition of a public benefit entity under FRS 102. The financial statements are prepared under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

**(b) Income**

Income is recognised when the organisation has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity 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.

Income from services provided is included in the year in which the service took place.

Investment income is included when receivable.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

**(c) Donated goods and services**

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**(d) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**(e) Tangible assets**

Depreciation has been calculated to write down the cost or valuation, less estimated residual value, of all tangible fixed assets over their expected useful life, as follows:

Leasehold improvements	Over the term of the lease
Fixtures, fittings & equipment	25% Straight Line

Individual items under £250 are written off in the year in which the expense is incurred.

**1 Accounting Policies (continued)**

**(f) Intangible assets**

Intangible fixed assets are amortised at rates calculated to write off the assets on a straight basis over their estimated useful economic lives:  
Website costs 3 years straight line

**(g) Debtors**

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

**(h) Creditors**

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 trade discounts due.

**(i) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**(j) Pension costs and other post-retirement benefits**

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

**(k) Funds**

Unrestricted funds are donations and other income receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated funds are funds set aside at the discretion of the trustees for specific projects.

Restricted funds are to be used for specific purposes as laid down by the funder.

**(l) Taxation**

As a charity, the organisation is exempt from tax on income and gains falling within the available tax exemptions to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

**(m) Operating leases**

Rental payable and receivable under operation leases are charged to the SOFA on a straight line basis over the period of the lease.

**(n) Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that the charity will continue to operate for 12 months from authorising these financial statements.

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**2 Income from grants, donations and legacies**

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
AB Charitable Trust	20,000	-	20,000	-	-	-
Albert Hunt Trust	2,000	-	2,000	1,000	-	1,000
Allchurches Trust	-	-	-	-	14,750	14,750
Arnold Clarke Community Fund	1,000	-	1,000	-	-	-
Barratt and David Wilson Community Fund	-	-	-	-	1,000	1,000
Barrow Cadbury Trust Covid 19 Support Fund	-	-	-	-	31,000	31,000
Brown Source Charitable Trust	15,000	-	15,000	20,000	-	20,000
CMS Foundation	400	-	400	-	-	-
Charities Aid Foundation	-	-	-	-	8,000	8,000
Charles Haywood Foundation	-	25,000	25,000	-	-	-
Centre for Social Justice	10,000	-	10,000	-	-	-
Dixon Pitchfork Charitable Trust	750	-	750	500	-	500
Evan Cornish	-	-	-	-	5,000	5,000
Garfield Weston Foundation	40,000	-	40,000	-	-	-
Gay & Peter Hartley's Hillards Charitable Trust	1,000	-	1,000	-	-	-
Hyman Winstone Foundation	250	-	250	-	-	-
Human Trafficking Victim Fund	-	1,879	1,879	-	1,537	1,537
John Lewis Partnership Community Investment Fund	-	25,000	25,000	-	-	-
Lloyds Bank Foundation for England and Wales	25,000	-	25,000	-	33,000	33,000
Matrix Law	-	1,800	1,800	-	1,800	1,800
People's Postcode Lottery	-	-	-	-	20,000	20,000
RG Foundation	-	-	-	-	20,000	20,000
RRAF Charitable Trust	-	-	-	1,500	-	1,500
Schroder Charity Trust	-	-	-	3,000	-	3,000
Sheffield Church Burgesses Trust	-	-	-	-	2,000	2,000
Sheffield City Council - ward pots	-	500	500	-	-	-
Sheffield Town Trust	-	3,000	3,000	-	-	-
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	5,000	5,000
South Yorkshire's Community Foundation	-	-	-	-	5,000	5,000
South Yorkshire Mayoral Combined Authority	-	10,000	10,000	-	-	-
Souter Charitable Trust	4,500	-	4,500	-	3,000	3,000
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The 29th May 1961 Charity	1,500	-	1,500	1,500	-	1,500
The Austin and Hope Pilkington Trust	-	1,000	1,000	-	-	-
The Brelms Trust	-	5,000	5,000	-	5,000	5,000
The Bromley Trust	15,000	-	15,000	15,000	-	15,000
The Charles and Elsie Sykes Trust	-	2,500	2,500	-	5,000	5,000
The Cutlers Company Charitable Trust	-	-	-	500	-	500
The Henry Smith Charity	-	60,000	60,000	-	60,000	60,000
The Henry Smith Charity (Community Match Challenge)	-	25,000	25,000	-	75,000	75,000
The Holbeck Trust	-	1,000	1,000	-	-	-
The National Lottery - Awards for All	-	10,000	10,000	-	10,000	10,000
The Pat Newman Memorial Trust	-	500	500	-	-	-
Tribe Freedom Foundation	-	-	-	-	40,000	40,000
Wesleyan Foundation (SYCF)	-	-	-	-	10,000	10,000
West Riding Masonic Lodge	-	-	-	1,000	-	1,000
WO Street Trust	-	-	-	-	2,500	2,500
Volvox Trust	500	-	500	1,200	-	1,200
Donations from other organisations	37,466	-	37,466	47,559	-	47,559
Donations from individuals (including gift aid)	48,119	-	48,119	45,946	-	45,946
Legacies	-	-	-	56,315	-	56,315
	<b>247,485</b>	<b>177,179</b>	<b>424,664</b>	<b>220,020</b>	<b>358,587</b>	<b>578,607</b>



**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**3 Income from grants and donations for the building purchase and renovations**

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
B&Q Foundation	-	5,000	5,000	-	-	-
The James Neil Trust Fund	-	5,000	5,000	-	-	-
The Screwfix Foundation	-	9,022	9,022	-	-	-
The Clothworkers' Foundation	-	-	-	-	100,000	100,000
The Joseph Rank Trust	-	-	-	-	50,000	50,000
Donations from individuals for building	-	-	-	-	1,647	1,647
	<b>-</b>	<b>19,022</b>	<b>19,022</b>	<b>-</b>	<b>151,647</b>	<b>151,647</b>

**4 Income from charitable activities**

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Sheffield City Council - Community Covid Recovery Fund	-	40,351	40,351	-	-	-
The National Lottery Community Fund - Reaching Communities	-	123,758	123,758	-	120,153	120,153
Tampon Tax Fund: Move On Project	-	32,486	32,486	-	10,612	10,612
Other services	21,196	998	22,194	17,145	-	17,145
	<b>21,196</b>	<b>197,593</b>	<b>218,789</b>	<b>17,145</b>	<b>130,765</b>	<b>147,910</b>

**5 Income from other sources**

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Rental income	24,302	-	24,302	1,300	-	1,300
Kickstart scheme	6,147	-	6,147	-	-	-
	<b>30,449</b>	<b>-</b>	<b>30,449</b>	<b>1,300</b>	<b>-</b>	<b>1,300</b>

**6 Expenditure on raising funds**

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Fundraising costs	30,590	-	30,590	1,628	15,251	16,879
	<b>30,590</b>	<b>-</b>	<b>30,590</b>	<b>1,628</b>	<b>15,251</b>	<b>16,879</b>

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**7 Expenditure on charitable activities**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Staff salary costs	10	129,611	318,315	447,926	-	331,604	331,604
Staff training, supervision, wellbeing and other		9,176	11,351	20,527	5,008	12,329	17,337
<b>Direct costs</b>							
Interpreting		-	18,411	18,411	8,923	638	9,561
Training costs		3,741	3,075	6,816	1,851	-	1,851
Small Grants		-	1,474	1,474	2,457	1,626	4,083
Renovation costs		-	4,205	4,205	-	2,455	2,455
Community Activities		-	18,309	18,309	-	16,592	16,592
Client travel costs		-	2,667	2,667	165	195	360
Client equipment		171	3,017	3,188	277	60	337
Move On project costs		-	2,956	2,956	284	-	284
Volunteer expenses		95	3,104	3,199	288	1,087	1,375
Repayment of unspent grant		-	8,527	8,527	-	-	-
<b>Support costs</b>	8	162,189	26,685	188,874	62,154	68,642	130,796
		<b>304,983</b>	<b>422,096</b>	<b>727,079</b>	<b>81,407</b>	<b>435,228</b>	<b>516,635</b>

**8 Support costs**

		Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Property costs		76,915	6,030	82,945	39,278	37,185	76,463
Mortgage interest		-	11,829	11,829	-	4,518	4,518
General running expenses		43,857	8,826	52,683	3,467	25,204	28,671
Depreciation		28,778	-	28,778	14,242	-	14,242
Loss on disposal of fixed assets		289	-	289	-	-	-
Amortisation		4,980	-	4,980	667	-	667
Legal and professional fees		4,370	-	4,370	1,500	1,735	3,235
Independent examiner's fee	11	3,000	-	3,000	3,000	-	3,000
		<b>162,189</b>	<b>26,685</b>	<b>188,874</b>	<b>62,154</b>	<b>68,642</b>	<b>130,796</b>

**9 Expenditure on other activities**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
<b>Rental costs</b>							
Staff salary costs	10	6,783	-	6,783	-	-	-
Property costs		27,886	-	27,886	-	-	-
Other costs		300	-	300	-	-	-
		<b>34,969</b>	<b>-</b>	<b>34,969</b>	<b>-</b>	<b>-</b>	<b>-</b>

**10 Staff salary costs**

	2022 £	2021 £
Salaries	412,289	303,157
Employer's National Insurance	34,398	24,023
Employer's NI allowance	(4,000)	(4,000)
Employer's pension contributions	12,022	8,424
	<b>454,709</b>	<b>331,604</b>

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 19 (2021: 13).

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**11 Fees payable to Independent examiner's organisation**

	<b>2022</b>	2021
	£	£
Independent examiner's fee	<u>3,000</u>	<u>3,000</u>
Other fees paid to the independent examiner's organisation:		
Payroll and HR services	1,838	1,735
Software subscription	252	252
	<u><b>2,090</b></u>	<u><b>1,987</b></u>

**12 Tangible assets**

	Freehold Building £	Fixtures, fittings and equipment £	Total £
<b>Cost or Valuation</b>			
As at 1 April 2021	630,000	43,199	673,199
Additions	-	27,451	27,451
Disposals	-	(5,095)	(5,095)
<b>As at 31 March 2022</b>	<u>630,000</u>	<u>65,555</u>	<u>695,555</u>
<b>Depreciation</b>			
As at 1 April 2021	5,250	20,501	25,751
Charge this period	12,600	16,178	28,778
Disposals	-	(4,806)	(4,806)
<b>As at 31 March 2022</b>	<u>17,850</u>	<u>31,873</u>	<u>49,723</u>
<b>Net Book Value</b>			
<b>As at 31 March 2022</b>	<u><b>612,150</b></u>	<u><b>33,682</b></u>	<u><b>645,832</b></u>
As at 31 March 2021	<u><b>624,750</b></u>	<u><b>22,698</b></u>	<u><b>647,448</b></u>

**13 Intangible assets**

	Website £	Total £
<b>Cost</b>		
As at 1 April 2021	30,960	30,960
Additions	14,880	14,880
Disposals	(6,000)	(6,000)
<b>As at 31 March 2022</b>	<u>39,840</u>	<u>39,840</u>
<b>Depreciation</b>		
As at 1 April 2021	6,000	6,000
Charge this period	4,980	4,980
Disposals	(6,000)	(6,000)
<b>As at 31 March 2022</b>	<u>4,980</u>	<u>4,980</u>
<b>Net Book Value</b>		
<b>As at 31 March 2022</b>	<u><b>34,860</b></u>	<u><b>34,860</b></u>
As at 31 March 2021	<u><b>24,960</b></u>	<u><b>24,960</b></u>

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**14 Debtors**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	7,112	64,917
Prepayments	21,095	5,984
	<b>28,217</b>	<b>70,911</b>

**15 Creditors: amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	7,535	7,673
Taxation and social security	7,680	8,233
Accruals	5,765	7,795
Deferred income	<b>16</b> 11,865	5,134
Bank loan	<b>18</b> 14,371	13,920
	<b>47,216</b>	<b>42,755</b>

**16 Deferred income**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Deferred income brought forward	5,134	44,000
Income released	(5,134)	(44,000)
Income deferred	11,865	5,134
Deferred income carried forward	<b>11,865</b>	<b>5,134</b>

**17 Creditors: amounts falling due after more than one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Bank loan	<b>18</b> 347,644	362,015
	<b>347,644</b>	<b>362,015</b>

**18 Financial instruments**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Loans due in one year or less	14,371	13,920
Loans due in more than one year but not more than two years	14,809	14,371
Loans due in more than two years but not more than five years	48,107	46,108
Loans due in more than five years	284,728	301,536
	<b>362,015</b>	<b>375,935</b>

Financial instruments measured at amortised cost comprise the bank loan provided by CAF Bank, which is secured against 7 Castle Street, and has a fixed interest rate for 5 years at 3.2% until October 2025.

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2022**

**19 Analysis of movements in restricted funds**

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	32,857	123,758	(126,784)	-	29,831
EU Pathways Project	3,237	-	(8,527)	5,290	-
Move on Project	-	32,486	(32,285)	-	201
Core Costs - Henry Smith Charity	11,076	60,000	(71,076)	-	-
Core Costs - Henry Smith Charity (community match challenge)	25,000	25,000	(50,000)	-	-
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	15,152	-	-	(15,152)	-
Covid 19 Emergency support grants	4,713	40,351	(45,064)	-	-
Renovations	3,614	-	(3,614)	-	-
Community Activities	835	55,000	(39,324)	-	16,511
Casework	7,050	33,500	(40,550)	-	-
Volunteer Training	-	1,800	(1,800)	-	-
Equipment for clients	61	2,877	(3,072)	134	-
Building renovations	-	19,022	-	-	19,022
	<b>103,595</b>	<b>393,794</b>	<b>(422,096)</b>	<b>(9,728)</b>	<b>65,565</b>

**Description, nature and purposes of the fund**

**Big Lottery Reaching Communities**

This project closely aligns with the Big Lottery Reaching Community priorities by working with confirmed survivors of trafficking to establish pathways to Independence, freedom and dignity. Its purpose is to improve the structure and growth potential of the Counselling Team, the charity and the wider sector. Help secure sustainability and expand our services.

**EU Pathways Project**

The Pathways is a partnership bringing together front-line organisations working with Victims of Trafficking. The project finished in the year, with a repayment of £8,527 to the project lead. £5,290 was transferred from unrestricted to cover this repayment.

**Move on Project**

Working in partnership with the Medaille Trust this 18 month project funds a Quality and Development Supervisor post to work with the trust to establish best practice in supporting the victims of human trafficking.

**Core Costs - Henry Smith Charity**

Three year grant with the aim of Making Lives Better for victims of Human Trafficking. This grant has been provided for specific charity running costs.

**Core Costs - Henry Smith Charity (community match challenge)**

One year grant to provide emergency support during the Covid 19 emergency. The grant has been provided to support salaries, rent and utilities and general overheads.

**Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund**

A capital grant to fund the development of a CRM system and staff laptops for homeworking. The equipment and development of the CRM system was capitalised in 2021. A transfer was made in the year representing capitalised items without further restriction on their use.

**Covid 19 Emergency support grants**

Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

**Renovations**

Monies given to support Renovation projects.

**Community Activities**

Monies given to support Community Activities.

**Casework**

Monies given to support Casework.

**Volunteer Training**

Grants to fund emergency food parcels, utility bill top ups, basis broadband packages, community and wellbeing activities for clients.

**Equipment for clients**

Grants from the Salvation Army Survivors Support Fund and Human Trafficking Foundation to purchase equipment for clients. The transfer represents Snowdrop's contribution to items that were not fully funded.

**Building renovations**

Grants to fund renovations at our Castle Green Offices.

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2022

#### 19 Analysis of movements in restricted funds - continued

##### Analysis of movements in restricted funds - previous year

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Big Lottery Reaching Communities	19,869	120,153	(107,165)	-	32,857
EU Pathways Project	21,146	-	(17,909)	-	3,237
Move on Project	-	10,612	(10,612)	-	-
Core costs - The Henry Smith Charity	10,429	60,000	(59,353)	-	11,076
Core costs - The Henry Smith Charity (Community Match Challenge)	-	75,000	(50,000)	-	25,000
Core costs - Lloyds Bank Foundation for England and Wales	-	33,000	(33,000)	-	-
Core costs - Tribe Foundation	-	40,000	(40,000)	-	-
Sharing Hope Photography	295	-	-	(295)	-
Covid 19 Response - Allchurches Trust	-	14,750	-	(14,750)	-
Covid 19 Response - Barrow Cadbury Trust Covid 19 Support Fund	-	31,000	-	(15,848)	15,152
Covid 19 Emergency support grants	-	23,000	(18,287)	-	4,713
Co-operative Society	3,568	-	(3,568)	-	-
Renovations	10,719	1,000	(8,105)	-	3,614
Community Activities	-	5,000	(4,165)	-	835
Volunteer training	-	1,800	(1,800)	-	-
Casework	-	72,500	(65,450)	-	7,050
Equipment for clients	-	1,537	(1,476)	-	61
	<u>66,026</u>	<u>489,352</u>	<u>(420,890)</u>	<u>(30,893)</u>	<u>103,595</u>
Building purchase	118,297	151,647	(29,589)	(240,355)	-
	<u>184,323</u>	<u>640,999</u>	<u>(450,479)</u>	<u>(271,248)</u>	<u>103,595</u>

#### 20 Analysis of movements in designated funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Property fund	248,815	-	(12,600)	13,920	250,135
Property renovations	80,392	-	(39,679)	(4,300)	36,413
	<u>329,207</u>	<u>-</u>	<u>(52,279)</u>	<u>9,620</u>	<u>286,548</u>

##### Property fund

The property and associated loans have been set aside in a designated fund to give a clearer picture of the unrestricted free reserves of the charity. The transfer during the year represents loan movements as explained in note 21.

##### Property renovations

The trustees set aside £100,000 in 2021 towards property renovation work. Expensed repairs of £39,679 were undertaken during the year and £4,300 improvements capitalised (represented by a transfer to general funds).

##### Analysis of movements in designated funds - previous year

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
Property fund	-	-	(5,250)	254,065	248,815
Property renovations	-	-	(19,608)	100,000	80,392
	<u>-</u>	<u>-</u>	<u>(24,858)</u>	<u>354,065</u>	<u>329,207</u>

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2022

#### 21 Transfers

	Note	Transfers to/(from) the general fund £	£
Restricted funds:			
Capital equipment and intangible assets purchased		15,052	
Project - final fund balances		(5,290)	
<i>Transfer per the SOFA</i>	19		9,762
Designated funds:			
Net repayment of loan		(13,920)	
Capital equipment purchased	20	4,300	(9,620)
			<u>142</u>
Transfer to/(from) the general fund consists of:			
Loan repayments financed by free reserves			(13,920)
Other transfers			14,062
			<u>142</u>

#### 22 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2022 £
Tangible assets	33,682	612,150	-	645,832
Intangible assets	34,860	-	-	34,860
Current assets	277,247	36,413	65,565	379,225
Current liabilities	(32,845)	(14,371)	-	(47,216)
Non-current liabilities	-	(347,644)	-	(347,644)
	<u>312,944</u>	<u>286,548</u>	<u>65,565</u>	<u>665,057</u>
<i>Prior year comparison</i>	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2021 £</i>
Tangible assets	22,698	624,750	-	647,448
Intangible assets	24,960	-	-	24,960
Current assets	258,727	80,392	103,595	442,714
Current liabilities	(28,835)	(13,920)	-	(42,755)
Non-current liabilities	-	(362,015)	-	(362,015)
	<u>277,550</u>	<u>329,207</u>	<u>103,595</u>	<u>710,352</u>

#### 23 Trustees and key management personnel remuneration, benefits and expenses

The charity trustees were not paid or received any other benefits from employment in the year (2021: £nil). No trustees were reimbursed expenses during the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £48,009 (2021: £43,105).

#### 24 Related Party Transactions

During 20/21 DLA Piper LLP provided pro-bono legal services regarding the purchase of the property, valued at £20,000 within the accounts. Jon Kenworthy, Trustee, is a partner at DLA Piper LLP. He did not participate in the services provided during that year. There were no such services provided during 21/22.

There were no other related party transactions, other than those disclosed in note 23.

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2022

#### 25 Reconciliation of net expenditure to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) for the year (as per the SOFA)	(45,295)	363,573
Adjustments for:		
(Increase)/decrease in debtors	42,694	(53,658)
Increase/(decrease) in creditors (excluding bank loan)	4,010	(32,951)
Investment income	(375)	(590)
Mortgage interest paid	11,829	4,518
Depreciation	28,778	14,242
Loss on disposal of fixed assets	289	-
Amortisation	4,980	667
Net cash provided by/(used in) operating activities	<u>46,910</u>	<u>295,801</u>

#### 26 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	371,803	(20,795)	-	351,008
Bank loan falling due within 1 year	(13,920)	13,920	(14,371)	(14,371)
Secured bank loan falling due in 1-5 years	(60,479)	-	(2,437)	(62,916)
Secured bank loan falling due after 5 years	(301,536)	-	16,808	(284,728)
	<u>(4,132)</u>	<u>(6,875)</u>	<u>-</u>	<u>(11,007)</u>

#### Prior year comparative

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	378,609	(6,806)	-	371,803
Bank loan falling due within 1 year	-	(13,920)	-	(13,920)
Secured bank loan falling due in 1-5 years	-	(60,479)	-	(60,479)
Secured bank loan falling due after 5 years	-	(301,536)	-	(301,536)
	<u>378,609</u>	<u>(382,741)</u>	<u>-</u>	<u>(4,132)</u>