



ANNUAL REPORT & ACCOUNTS AUGUST 2021 - JULY 2022



"For the first time I am happy in life. And I have people that I owe my life to because, if it wasn't for Azalea - supporting me, I would probably be dead by now."

- Annette, supported by Azalea

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INTRODUCTION FROM CEO and CO-FOUNDER RUTH ROBB

Welcome to our Annual Report for 2021-22. We are so pleased you have taken the opportunity to read about Azalea.

We can't really describe the sadness of sitting in the Encompass Drop-in late at night and listening to yet another woman's story of the violence she has experienced. Or tell you of the complexity of working with a Flint client who is earnestly seeking to end sex buying, for the last time.

It would be difficult to show you the power of volunteers being persistently present, or of those amazing moments when women take the risk of trusting us.

We can't count the number of hours volunteers have spent visiting, driving, baking, texting, card-writing, cooking, knitting, and organising in the last year.

All we can do here, is give you a flavour of our work, but we hope that you will be encouraged by it, and that you might find a way to be part of Azalea as well.

Our records indicate that 394 women have accessed Azalea over the years, and our experience tells us that they could do so again, at any given time. There are those who we have not seen for years, and yet they return when facing crisis. Their stories reveal to us that during those missing years they have been domestically and internationally sex trafficked, trapped, and have had no freedom of movement.

In a year when we have faced challenges in recruiting volunteers, seen the impact of the Ukraine war and cost of living increases on our income, we have come to realise, that we have seen a 45.9% increase in women accessing Azalea since the COVID pandemic officially began on 28th March 2020.

We have been hard pressed on every side, but not crushed; perplexed, but not in despair. In the midst, we celebrate the effectiveness and transformational stories held in Azalea.

Thank you for being with us,



Ruth Robb, CEO and Co-Founder

REFERENCE AND ADMINISTRATION DETAILS

Charity Name: Azalea

Registered Office & Principal Address: 3a Upper George Street, Luton, Beds, LU1 2QX

Charity Commission Number: 1126716

Governing Document: Azalea is a registered charity, first registered on 14th November 2008 and governed by a Trust Deed created on 16th October 2008. This was amended on 31st October 2013 and on 21st November 2014 by Special Resolution.

Board of Trustees:

As at 31st July 2022, the Board of Trustees comprised
Martyn Shea, Chair
Mark Plane, Treasurer

Amanda McCalla-Leacy
Anna Theron
Gerard Van der Westhuyzen
Kate Dunwoodie
Lauran Bethall
Nic Homan
Ruth Robb, CEO
Sam Hargreaves

Martyn Shea was appointed as Chairperson on 22nd June 2022. Kate Dunwoodie joined on 21st September 2022.
Rose Anstess stepped down on 22nd June 2022.

The Senior Leadership Team

The Senior Leadership Team is responsible for holding the vision of Azalea; decision making in relation to new projects, proposals and potential changes in Azalea; evaluation of all operations; reviews annual budgets from all teams and submits to the Finance Team; and is accountable to Trustees.

As at 31st July 2022, the Senior Leadership Team comprised
Ruth Robb, CEO
Emma Koroma (nee Turner), Deputy CEO and Flourish Director
Gus Scrace, Operations Manager
Jo Kitson, Communications and Campaigns Manager

Helen Snowden left Azalea in November 2021. Jo Kitson joined the team on 10th November 2021.

Bank:

Co-operative Bank
2-6 Alma Street
Luton
LU1 2PL

Independent Examiner:

Luke Parker FCA
Gilberts Chartered Accountants
Pendragon House
65 London Road
St Albans
AL1 1LJ

GOVERNANCE

Board of Trustees

The Board of Trustees, as detailed above, meets every quarter and are responsible for the governance of the charity, ensuring it meets its statutory responsibilities as well as determining overall strategy, policies and direction with the expert guidance of the Senior Leadership Team.

The Trustees delegate day-to-day management of the charity to the Senior Leadership Team.

Sub-Committees

There are four key decision-making sub committees, each comprised of at least two Trustees and one member of the Senior Leadership Team.. These committees are: Consulting and Partnering, Finance, People and Culture and Structures.

Public Benefit

The Trustees have referred to information in the Charity Commissions guidance on public benefit and in particular how planned activities contribute to the vision of the charity and the fulfilment of key project aims and objectives.

Vision

ALL NATIONS WALKING FREE FROM SEX TRAFFICKING MATTERS.

Driven by the belief that every person matters, Azalea works to empower and facilitate sustainable transformation in the lives of the men, women and neighbourhoods impacted by sex trafficking. Through the sharing of expertise in this seemingly insurmountable global issue, Azalea then mobilises others to do likewise.

FINANCIAL SUMMARY AND RESERVES STATEMENT

	2021-22	2020-2021
Income	414,277	505,668
Expenditure	388,475	469,251
Restricted Reserves	54,714	82,913
Unrestricted Reserves	201,365	147,364
Total Reserves	256,079	230,277

It is Azalea's policy to hold four months of committed expenditure as reserves at all times. If reserves fall below the agreed amount, Trustees and the CEO must be notified by the Finance & Operations Officer as soon as possible in order to decide whether action is required.

AZALEA PROJECTS

Inspired by faith to support Our Mission, Azalea runs four projects.

Encompass

Offers support to women caught up in sex trafficking with a holistic approach to care which is unconditional. There are four strands to Encompass: **Engage**, with Outreach and Drop-in; **Build**, with support for housing, addiction, relationships and health; **Flourish**, with a focus on trauma recovery; and **Tamar**, working with those trafficked for sex internationally.

Flint

Supports men with strong temptations to significantly reduce their purchase of sex.



Works to bring the community together, both citizens and professionals, to develop local solutions to the local problems associated with national and international sex trafficking.



Works in response to requests for projects who share in the vision to see an end to sex trafficking, to contextualise our vast experience into a local framework nationally and internationally.

OUR YEAR AT A GLANCE



Encompass supported
146 total guests

28 NEW TO ENGAGE



Outreach connected with

54



Drop-in welcomed

101

at **156** sessions
avg. **14** guests per session



Foodbank supported

Countless

all Drop-in guests & other
vulnerable women in Luton

16 NEW TO BUILD



practical & Social 1-2-1's with

38



Build guests

63



long-term moved on

7



supported with housing

27



supported with accessing
drug & alcohol services

21



accessed/accessing
detox/rehabilitation

26



supported with GP access

27



supported with dental
health access

16

OUR YEAR AT A GLANCE (cont'd)

3 INTERESTED IN FLOURISH



regularly attending

7



Flourish welcomed

12



practical & social 1-2-1's with

9

at **305** group sessions
including therapeutic art, music, sewing,
dance, pottery and barista training



independently attending
church

4



establishment of boundaries
improved communication,
mutual support and relaxed
space **for all**



trips out

9

2 WARRANTS ASSISTED BY TAMAR



14 men arrested who were running
an international trafficking ring -
**countless vulnerable women and
girls remaining free**

OUR YEAR AT A GLANCE (cont'd)



46 mentoring sessions attended
7 clients engaged in mentoring
2 clients in informal conversational support



4 peer-support groups - launched this year



3 successfully moved on from Flint



engaged with internationally sex trafficked women



provided ongoing support of Border Force with anti-human trafficking operation at London Luton Airport



galvanised local support to remove strip club posters

732 signatures & radio interview



local residents meetings

8



toolkit adopted by team in **Hong Kong**

OUR YEAR AT A GLANCE (cont'd)



supporting projects in
6 areas

including UK; North Asia; Eastern Europe; East-Central Africa; North Africa and China

VOLUNTEERS



2 new frontline volunteer training courses delivered
7 new frontline volunteers



31 frontline Encompass



3 frontline Flint



15 foodbank
30 meal makers
29 cake bakers



18 office/admin



2 housekeeping

ZARA'S* STORY

We want to introduce you to Zara* today, in getting to know a little about her, you'll know a little more about the abhorrent landscape of sex trafficking, and why the work of Azalea makes a difference to those to whom the world is often oblivious or even turns a blind eye.

Zara* was born into a large family, the middle child. She was chosen for and lived through child sexual abuse and child sexual exploitation. It was never her choice. As the family moved from place to place, Zara's* body was her parents financial gain, used in exchange for food and petrol. And horrifyingly, as her brothers matured, they also raped her.

Zara* ran away from her family aged 14, and although homeless, believed herself to be safe. This was short lived. Within just two weeks, her vulnerability resulted in her being groomed and then subsequently imprisoned in a brothel for two months.

When Azalea first met Zara* her accommodation was secured on the financial transactions made through sex trafficking.

Azalea have been able to help Zara* with learning to read, applying for her birth certificate and discovering her real name, secure safe accommodation and begin her journey of healing from the trauma she has suffered. Each week in Flourish, Zara* is learning new skills and gifts. She cares deeply for other guests.

Zara* is a pseudonym used to protect identity



The unconditional and holistic care given by Encompass opposes the abhorrent perception held by Human Trafficking perpetrators, that people are commodities. The objectification of women in sex trafficking is challenged from the outset in our work, they are our guests whether they are connected to us through **Engage; Build; Flourish** or **Tamar**.

ENGAGE

Outreach and Drop-in provide the most common starting point in a guests journey out of exploitation.

The Outreach team is on the streets every fortnight at the same time as Drop-in, able to encourage and signpost to Drop-in that same evening. The reduction in Outreach frequency is due to the need for volunteers in Drop-in.

This year **28 guests** connected with **Engage** for the first time. They found themselves with a safe place to go, food, warm clothing and the opportunity to build stable relationships with the team.

The consistency of Drop-in running three times a week is vital in the development of trust with guests, and despite challenges with volunteer availability, each and every Drop-in session has been delivered. **101 guests** have been to the **156 Drop-in sessions** with an **average of 14 guests per session**. Guests are attending more regularly which indicates relationships are being built, alongside this is the deterioration within the economic landscape and it is this which provides the basis for guests accessing Build.

BUILD

63 guests were supported by Build this year, of which **16 guests** received support for the first time. Guests accessing Build begin to establish the foundations which ultimately enable them to exit sex trafficking, by developing more self-confidence, increased stability and better self-care.

One-to-one's are the mainstay of Build. They can be practical in nature, relating to support with housing, accessing GP and dental services, banking, drug and alcohol services and rehabilitation. But of equal benefit are the social one-to-one's with guests being taken for coffee or lunch, a walk in the park, bowling or a picnic. **38 one-to-one's** enabled **27 guests** to be **supported with housing**, **26 guests accessing detox/rehabilitation**, **27 supported with GP access** and more.

Relationship is key within Build. Not only between the guests and the Encompass team, but also between the Encompass Team and the many partners involved in supporting the guests.

Encompass

FLOURISH

Flourish provides a space to empower guests into life beyond sex trafficking, with empowerment being the key proponent in the recovery from trauma. Where the mainstay of Build is one-to-one's, Flourish puts an emphasis on groups to create a new understanding of belonging. And the creative aspect of the Flourish programme allows those who are in trauma to find safe and appropriate ways to express something of themselves.

Flourish welcomed **12 guests** at **305 group sessions** including therapeutic art, music, sewing, dance, pottery and barista training. **7 guests attend regularly**, and have enjoyed **9 trips out**, the highlight being a day at the seaside in Brighton!

The establishment of clear, agreed and consistent boundaries in Flourish this year, although challenging, has resulted in a safe, coherent group environment in which guests engage well and regularly with a sense of mutual respect and support.

TAMAR

Tamar offers a non authoritative presence to survivors of sex trafficking during and in the aftermath of police warrants. Tamar supported Bedfordshire Police on **2 warrants**. **Survivors** were supported in reception centres and referred to Tamar by authorities. The scale of the warrant operations is such that an international trafficking ring has been infiltrated. **14 men were arrested** meaning that countless women and girls will not be trafficked.

Flint

The confidential and non-judgmental mentoring offered by Flint for men with strong temptations to significantly reduce their purchase of sex, has seen **3 clients successfully move on** from the programme this year. **7 clients are engaged in mentoring**, with a further **2 clients receiving informal conversational support**. In recognition of the need for ongoing support at the end of the one-to-one programme, a **monthly Peer-Support group** has been established.



LAST Luton Against Sex Trafficking works to bring the community together, both citizens and professionals, to develop local solutions to the local problems associated with domestic and international sex trafficking. LAST, in appreciation of the complexity of sex trafficking, works in collaboration with a number of partners including but not exclusive to Bedfordshire Police, London Luton Airport Border Force, ResLUTiONs drug and alcohol service, Stepping Stones, Luton Sexual Health service, Luton Borough Council, NOAH, Penrose, Women's Aid, Signpost and YMCA.

LAST have held **8 Residents Meetings** to facilitate engagement with the local community; conducted **a door-to-door campaign** in Dunstable with Safer Streets and initiated a **petition to remove strip club advertising**. In a pilot project with Penrose, LAST engaged with **internationally trafficked women** supporting them in visa's, immigration, housing, banking and appointment with sexual health. In conjunction with Encompass team members, LAST supported London Luton Airport Border Force with their **anti-trafficking operations** throughout the year.



Consulting and Partnering works in response to requests for projects who share in the vision to see an end to sex trafficking, to contextualise our vast experience into a local framework nationally and internationally. Consulting and Partnering is active across the globe, bringing insight, experience and wisdom often in geographical locations impacted by war, poverty and religious persecution. This limits the extent to which Azalea is able to publish information relating to this activity. Demand for support is high both internationally and in the UK, and Azalea's growth is inevitable.

Azalea is an active member of the Home Office board for Modern Day Slavery and the Serious Sexual Assault Board England. In addition, Azalea is an advisor to APPG on Modern Day Slavery and International Sex Trafficking, and supports Border Force and Chaplaincy at London Luton Airport.

Azalea is on the leadership team FACES (Faiths Against Child Exploitation - Sexual) and ICAP (the International Christian Alliance on Prostitution).

VOLUNTEERS

Azalea would not be able to offer its' breadth and depth of support to all caught in sex trafficking without the incredible and literal army of volunteers that give of their time and resources. Volunteers bake cakes, make meals, help in foodbank, stuff envelopes, set up Drop-in, clean, write bookmarks, and more.

This year has been particularly challenging in both retaining and recruiting volunteers, following the sacrificial volunteering that took place during the pandemic. This vital resource is suffering from fatigue had expressed a need to turn their attention towards themselves, family and home.

The **2 frontline volunteer training courses** resulted in an additional **7 new frontline volunteers**. The Encompass team has **31 frontline volunteers**, Flint has **3**.

Ongoing training is essential for all frontline volunteers, First Aid Training and Safeguarding Training has been delivered this year.

FUNDRAISING

INCOME SOURCE	2021-22	% Total	2020-21	% Total
Individual Regular Donors	66,614	16	60,302	12
Trusts & Grants Income	227,400	55	278,996	55
Community Giving	22,340	5	12,916	3
Church Standing Orders	10,830	3	8,230	2
Events & Campaigns	35,072	8	52,113	10
Rental Income	-	-	300	-
Training Income	1,220	-	-	-
Replication Income	6,800	2	4,800	1
Miscellaneous Donations	22,874	6	67,822	13
Gift Aid Recovered	21,127	5	20,189	4
TOTAL INCOME	414,277	100	505,668	100

FUNDRAISING (cont'd)

Trusts and Grant income has grown successfully, with a number of new trusts beginning to support Azalea this year and others remaining committed. We are deeply thankful to all those who support Azalea, who choose to invest in the work we do and in the lives of those who engage with Azalea's services.

We are thankful to all who financially support our work, including and not limited to the following:

- The Office of the Bedfordshire Police and Crime Commissioner's Fund
- Lloyds Bank Foundation
- The Amateurs Trust
- The Beatrice Laing Trust
- Bedfordshire and Luton Community Foundation
- Wixamtree Trust
- Garfield Weston Foundation
- Nationwide Community Fund
- The Barleycorn Trust
- The Anchor Foundation

Community Fundraising campaigns continue to bring in a wider network of supporters, along with an increased number of regular donors. Income generated for 2021-22 saw increases for Azalea Angels year on year, and the Regular Donor recruitment campaign, but a decrease year on year for 100 Miles in May which suffered from the impact of the Ukraine war on UK charity fundraising, coupled with the economic downturn and the compassion fatigue from volunteers and fundraisers post COVID-19.

Miscellaneous Donations are significantly lower in 2021-22 due to the generosity which was afforded to Azalea in 2020-21 because of COVID-19.

Business Network This year we have developed partnerships with Bedfordshire Business of Commerce and Athena Network. This has resulted in Azalea increasing national exposure and advocacy, with new resource partnerships.

RISK MANAGEMENT ASSESSMENT

Azalea has continued to face certain challenges this year due to the longer term impact of COVID-19, along with the increased demand for our services from our guests and clients.

Although Azalea falls below the financial threshold which requires us to develop and monitor a Risk Register, we acknowledge that as we continue to expand, and in the light of our imminent transition to a CIO, it is prudent to maintain one. The risk register is updated and submitted to the Trustee's for their review at Trustee meetings, with concerns addressed by them and Azalea's employees.

Apart from the looming economic downturn and its short-term effects on spending, the most significant areas of risk for Azalea are largely unchanged from the previous year and are set out below.

COST OF LIVING CRISIS AND ECONOMIC DOWNTURN

The after-effects of COVID-19 together the impact of the war in Ukraine on goods and services and the rapidly rising interest and inflation rates is contributing to a severe 'cost of living' crisis in the UK. This is creating an uncertain marketplace and, we expect, may result in increased pressure and demand for our services similar to the pandemic.

We are anticipating that our operational costs may rise substantially. Earlier in the year the SLT took the opportunity of fixing energy prices for both gas and electricity. We have also fixed our monthly IT costs for the next two years. The People and Culture Committee has already responded to this crisis by reviewing staff salaries and awarding them cost of living increases in an effort to help deal with their own rising costs.

FUNDING

While we have experienced a remarkably successful short-term achievement in funding this year, we expect that, over the next twelve months, we could see a reduction in public and private spending. This will inevitably lead to a potential fall in trust income, as the funding targets and budgets for the larger corporate donors will be cut back. It is also highly likely that event income and personal donations may reduce as the general public continue to feel the impact of the economic downturn and cut their cloth accordingly.

The good news is now that all COVID restrictions have been lifted we are now able to get out and give talks to churches and community groups, and increase the number of face-to-face networking opportunities with corporates. This should help to further broaden our funding streams in the coming year.

We believe Azalea will continue to expand the level of service and activities available to our guests and clients and is currently well placed to manage this risk due to our diverse funding streams.

RISK MANAGEMENT ASSESSMENT (cont'd)

RISKS TO STAFF, VOLUNTEERS, GUESTS/CLIENTS HEALTH & WELLBEING

The ongoing health risks of COVID-19 are here to stay, albeit significantly reduced, and we need to continue to manage staff absence due to illness and, where appropriate, the need to isolate. During the year we managed this risk carefully through our COVID-19 policy. The policy is regularly reviewed and updated where necessary, to enable staff to continue functioning properly. Staff, volunteers and guests are actively encouraged to follow our internal procedures to manage their own safety.

All staff have had three vaccinations and will be encouraged to have a booster when they become available later in the Autumn.

There is also a risk to staff, in particular, of overload and fatigue so all staff were strongly encouraged to take up their full entitlement of holiday to ensure they get the necessary rest and recuperation they need. We continue to provide regular sessions by our various integrative counsellors/psycho therapists. Additional training has been given in trauma response care for those involved in counselling and Frontline.

BUILDING & INFRASTRUCTURE

We have continued to make good progress to reduce the building risks and ensure the ongoing health and safety of everyone who uses the premises. Annual checks have been carried out of all our fire alarms and security system.

Our challenges with the basement continue as carrying out the repairs following the flood have been slower than expected. We continue to engage with the owners of the fast-food outlet to get the work done as soon as possible. Recently Bedfordshire Fire & Safety Rescue carried out a detailed risk assessment identifying a range of risks from low to high risk. The outcome was very favourable with exception for their feedback that the retail shop is a potential fire risk to the charity's operations. We will continue to engage with the owners to ensure they have appropriate fire safety procedures in place.

This year we received a significant donation of refurbished laptops from The BSi Group based in Milton Keynes. We are extremely grateful for this generous gift as it has allowed us to fast forward our plans to make significant improvements to our IT infrastructure and GDPR procedures. We have recently signed up to migrate all our IT systems and data to the Microsoft 365 Cloud services. The proposed solution will provide us with a secure, efficient, best in class working environment for all our users and meet the requirements and industry best practice for GDPR and Cyber Essentials compliance.

SAFEGUARDING

Safeguarding in Azalea has continued to operate as normal. We have followed our same processes which seem to work satisfactorily for the Frontline team to ensure that our safeguarding is carried out in a timely and effective manner.

During the year the Safeguarding team comprised Hollie Stone (Encompass Director), who has completed Safeguarding Lead training, and Adults at Risk of Harm; Janine Blackett (Anti Sex Trafficking Officer) has completed both Adults at Risk of Harm and Safeguarding Lead training sessions with ThirtyOne:Eight, and Gerard van der Westhuyzen (Safeguarding Trustee) has completed the Safe Guarding Role of Trustees training also with ThirtyOne:Eight. Janine left Azalea in September and has been replaced by Jayne Sinclair (Flourish Lead Officer).

Over the past year, there has been a steady flow of safeguarding referrals, predominantly for our Encompass guests with a handful of children's referrals. Most of these have come from face-to-face conversations in our Build and Engage work. The Encompass team works very closely with Luton Borough Council/MASH to ensure that those cases which need submitting formally are done so in a timely manner. Our Frontline team regularly assesses whether the information obtained on our internal safeguarding documents pass the required threshold of concern to be referred to external services. When this is not the case, the internal documentation is kept under strict supervision and the suggested follow up steps for the team are communicated regularly so that they are constantly aware and listen out for any further details/feedback surrounding the respective cases.

Safeguarding reports, together with recommendations for on-going training are submitted to the quarterly Trustee Board meetings for their attention. Our Safeguarding Policies are reviewed and updated every six months.

Report of the Independent Examiner for the year-ended 31st July 2022

Report to the trustees of Azalea Charity Number 1126716

On the accounts for the year ended July 31st 2022.

Financial statements as set out on pages 21-24 of the report.

Respective responsibilities of trustees and examiner

As trustees you are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. As a Fellow of the Institute of Chartered Accountants I consider myself suitably qualified to carry out the independent examination.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the financial statements.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached



Name:
Luke Parker FCA
Gilberts Chartered Accountants
Pendragon House
65 London Road
St Albans
AL1 1LJ

Date: 25/11/2022

Statement of Financial Activities for the year-ended 31st July 2022

	y/e 31/07/2022 Restricted Funds £	y/e 31/07/2022 Unrestricted Funds £	y/e 31/07/2022 Total Funds £	y/e 31/07/2021 Total Funds £
Income				
Regular donations from Individuals	-	66,614	66,614	59,507
Gift Aid recovered	-	21,127	21,127	20,189
Grants / Trusts	75,000	152,400	227,400	278,996
Church Gifts	-	22,340	22,340	12,916
Church Standing Orders	-	10,830	10,830	8,230
Fundraising Income	-	35,072	35,072	52,113
Virgin Money - Online Giving	-	-	-	795
Rental Income	-	-	-	300
External Training	-	1,220	1,220	-
Replication Income	-	6,800	6,800	4,800
Miscellaneous Personal Donations	-	22,874	22,874	67,822
TOTAL INCOME	75,000	339,277	414,277	505,668
Less Expenditure				
Salary	94,019	160,582	254,601	277,307
Employers NI	6,743	8,685	15,428	18,678
Employers Pension	2,437	3,827	6,264	7,395
Volunteer Training and Support	-	2,174	2,174	3,111
Staff Training and Welfare	-	7,214	7,214	4,779
Printing, Postage, Stationery	-	3,549	3,549	3,881
Marketing Literature	-	2,554	2,554	2,829
Advertising	-	59	59	415
Rent	-	32,000	32,000	32,000
Repairs & Maintenance	-	5,014	5,014	20,156
Depreciation	-	5,345	5,345	3,247
Volunteer Gift	-	169	169	433
Client Support	-	13,411	13,411	24,817
Supplies for Drop-In	-	989	989	5,046
Recovery Project Expenditure	-	-	-	1,058
Flint Project Expenditure	-	1,686	1,686	2,013
LASE project expenditure	-	738	738	1,309
Training refreshments	-	-	-	-
Website	-	342	342	365
Telephone & Internet	-	3,060	3,060	3,224
IT Support & equipment	-	5,699	5,699	5,136
Motor Expenses	-	3,788	3,788	5,552
Insurance	-	4,832	4,832	2,903
Subscriptions	-	1,743	1,743	1,341
Payroll Bureau	-	952	952	983
Travel Expenses	-	264	264	552
Utilities	-	8,501	8,501	6,942
Event Expenditure	-	533	533	1,820
Bank Fees	-	47	47	151
Donations	-	1,271	1,271	716
Miscellaneous	-	70	70	455
Independent Examination Fee	-	1,650	1,650	1,530
Consultancy	-	-	-	11,143
Database costs	-	4,300	4,300	4,857
External Training Costs	-	180	180	-
Legal Expenses	-	-	-	13,107
Replication Expenses	-	48	48	-
TOTAL EXPENDITURE	(103,199)	(285,276)	(388,475)	(469,251)
EXCESS/(DEFICIT) OF INCOME OVER EXPENDITURE	(28,199)	54,001	25,802	36,417
Total Funds brought forward	82,913	147,364	230,277	193,860
Total Funds carried forward	54,714	201,365	256,079	230,277

Balance Sheet **as at 31st July 2022**

	Note	y/e 31/07/2022		y/e 31/07/2021		
		£	£	£	£	£
Fixed Assets						
Leasehold Improvements	1		-			-
Motor Vehicles	1		4,748			7,747
Computer Equipment	1		3,828			4,824
Non-current assets				8,576		12,571
Current Assets						
Cash at bank and in hand		252,769			232,080	
Virgin Money Debtor		-			143	
Gift Aid Debtor		5,346			4,607	
Accrued Income		239			-	
			<u>258,354</u>		<u>236,830</u>	
Less Current Liabilities						
Accruals and Deferred Income		2,179			10,937	
Pensions Payable		2,778			1,439	
Net Salary Payable		-			615	
PAYE/NI		5,894			6,133	
			<u>10,851</u>		<u>19,124</u>	
Net Current Assets				<u>247,503</u>		<u>217,706</u>
Net Assets				<u><u>256,079</u></u>		<u><u>230,277</u></u>
Excess of Income b/f			<u>230,277</u>		<u>193,860</u>	
Excess/(deficit) of Income for period			<u>25,802</u>		<u>36,417</u>	
				<u><u>256,079</u></u>		<u><u>230,277</u></u>

Restricted Funds

The restricted funds represent amounts received from grant-making bodies to fund the projects described in Note 2.

		2022	2021
		£	£
Note 2 Total Restricted funds		54,714	82,913
Note 3 Total Designated funds		4,192	9,192
Total Unrestricted funds		<u>197,173</u>	<u>138,172</u>
Total Funds carried forward		<u><u>256,079</u></u>	<u><u>230,277</u></u>

The financial statements were approved by the board of trustees and authorised for issue on 25/11/2022 and signed on their behalf by

Mark Plane

Mark Plane, Treasurer

Notes to the accounts for the year-ended 31st July 2022

1 Fixed Assets

	Leasehold Improvements £	Motor Vehicles £	Computer Equipment £	Total £
Cost				
As at 1 August 2021	7,947	10,996	18,247	37,190
Additions in year	-	-	1,350	1,350
Disposals in year	-	-	-	-
As at 31 July 2022	<u>7,947</u>	<u>10,996</u>	<u>19,597</u>	<u>38,540</u>
Accumulated Depreciation				
As at 1 August 2021	7,947	3,249	13,423	24,619
Depreciation charge for the year	-	2,999	2,346	5,345
Removed on disposals in year	-	-	-	-
As at 31 July 2022	<u>7,947</u>	<u>6,248</u>	<u>15,769</u>	<u>29,964</u>
Net Book Value				
As at 31 July 2022	<u>-</u>	<u>4,748</u>	<u>3,828</u>	<u>8,576</u>
As at 31 July 2021	<u>-</u>	<u>7,747</u>	<u>4,824</u>	<u>12,571</u>

2 Restricted Funds

The restricted funds represent amounts received from grant-making bodies to fund;
Intervention & Exit - Contribution to Staff costs
LASE - Luton Against Sexual Exploitation, contribution to project costs
COVID Emergency Funding - Funding to deal with effects of the COVID pandemic
Housing Officer - Funding to employ a Housing Officer
Barista Project - Project providing skills to clients
Encompass Project - Contribution to project costs
Consulting and Partnering - Contribution to project costs

	b/f	2022 Income	2022 Expenditure	c/f
Intervention & Exit Staff	8,702	32,000	27,560	13,142
Housing Officer	53,139	-	30,718	22,421
Encompass Project	13,072	23,000	26,921	9,151
Consulting and Partnering	8,000	20,000	18,000	10,000
	<u>82,913</u>	<u>75,000</u>	<u>103,199</u>	<u>54,714</u>

3 Designated Funds

In 2018, the trustees designated an amount of £10,000 to support the launch of a new project:

Replication - Exploring replicating Azalea's work in other locations in the UK.

In 2019, the trustees designated an amount of £20,000 to support the hiring of a strategic staff member, a Chief Operating Officer.

	b/f	2022 Transfer In	2022 Expenditure	c/f
Replication	4,192	-	-	4,192
Staff Member	5,000	-	5,000	-
	<u>9,192</u>	<u>-</u>	<u>5,000</u>	<u>4,192</u>

4 Related Party Transactions

In 2022, there was 1 Trustee (2021 - 1) receiving remuneration and benefits.

Mark Plane received salary of £9,760 (2021 - £4,800) while employed by Azalea as a Management Accountant.

In 2022, there were nil Trustees (2021 - nil) receiving expenses.

In 2022, there were transactions of £nil (2021 - 4,845) with parties related to the Charity or its Trustees.

From August 2020 to December 2020, Whittaker Plane Ltd was paid £4,845 providing accounting consultancy to Azalea.

Mark Plane is a director and shareholder in Whittaker Plane Ltd.

5 Independent Examination Fee

In 2022, £1,650 (2021 - £1,530) was payable for independent examination of the Trust accounts.

6 Staff Information

In 2022, 14 (2021 - 15) employees were employed the Charity.

There were no employees who received salary greater than £60,000.