#### Central Africa Refugee Link, West Midlands

COMPANY REGISTRATION NUMBER: 06218206 CHARITY REGISTRATION NUMBER: 1109505

Report of the Trustees and Unaudited Financial Statements for the Year Ended 30 September 2022 for

Central Africa Refugee Link, West Midlands

## **GM ACCOUNTANCY**

Chartered Certified Accountants 472A BEARWOOD ROAD SMETHWICK WEST MIDLANDS ENGLAND B66 4HA

## Central Africa Refugee Link, West Midlands

Contents of the Financial Statements for the Year Ended 30 September 2022	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	12
Statement of financial activities (including income and expenditure account)	13
Balance Sheet	14
Notes to the financial statements	16
The following pages do not form part of the financial statements	
Detailed statement of financial activities	25

#### Report of the Trustees for the Year Ended 30 September 2022

#### Introduction

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 September 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

#### REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name Central Africa Refugee Link, West Midlands

Trading Name: Care Link West Midlands

Charity Registration Number1109505Date of Registration:17/05/2005Company Registration Number06218206

Date of Registration: 18/04/2007

**Principal Office (Business)**: 1<sup>st</sup> Floor, 130 Cape Hill, Smethwick. West Midlands, B66 4PH **Registered Office (Mail delivery)**: 91 Hurst Road, Smethwick, West Midlands, B67 6LY *Venues of Activities*:

1. Saturday Homework Club/Smethwick:

84A High Street, Smethwick, B66 1AQ

- 2. Youth Club: 1st Floor, 130 Cape Hill, Smethwick, West Midlands, B66 4PH
- 3. Saturday Homework Club/Coventry:

St Margaret's Church, 50 Walsgrave Road, Coventry, CV2 4EB

**E-mail** :office@carelinkwestmidlands.org.uk Web site : www.carelinkwestmidlands.org.uk

**Tel:** 01215652612 **Mobile:** 07881563472

#### Bank

TSB Bank, 537 Bearwood Rd, Smethwick, West Midlands, B66 4BQ

Tel 08450725555

#### **Independent Examiner**

**GM ACCOUNTANCY**, Chartered Certified Accountants, 472A BEARWOOD ROAD, SMETHWICK, WEST MIDLANDS, ENGLAND, B66 4H

# BACKGROUND, OBJECTIVES AND ACTIVITIES OF CARE LINK WEST MIDLANDS Background

Central Africa Refugee Link, West Midlands [trading as Care Link West Midlands] start date 16.10.2004 is a registered charitable organisation set up to provide general support services including advocacy, advice, information, education, training and the relief of poverty of refugees & asylum seekers from Central Africa in West Midlands living in West Midlands.

Care Link West Midlands uses the expertise of 5 Trustees and 5 volunteers (3 full-time and 2 part-time) in its effort to achieve its goals and activities. These activities are mainly the advancement of education of refugee children, the relief of poverty, the preservation and protection of good health, the provision of facilities for recreation and other leisure time occupation of refugees and asylum seekers. Care Link West Midlands provides assistance to refugees and migrants of similar backgrounds by helping them to settle and fully establish themselves in West Midlands with independence and dignity. The organisation runs a number of activities on a regular basis:

- ➤ Drop-in Centre (Advice, support & guidance)
- > Sewing & Tailoring Training Club
- ➤ Job Club
- Befriending Internet Coffee Club
- Cookery Club
- ➤ Homework Club & Multi-sports Club.
- > Awareness raising campaigns, etc.

#### **Objectives and aims of Care Link West Midlands**

- 1. To support refugees, asylum seekers and migrants from Central Africa region living in West Midlands through education/training, medical/health support and the relief of poverty among the refugee community.
- 2. Provide services such as counselling, training, advocacy/advice and information.

#### **Activities of Care Link West Midlands**

To achieve its mission, Care Link West Midlands has 4 main programmes:

1. Floating Support (General Support programme)

This is a programme that helps refugees and asylum seekers get support with their general needs (e.g. health, education, accommodation, leisure etc). Needs are assessed individually using a special information tool to identify what a particular person requires. Once the need is established, then a support plan is drawn, and a support worker will work with each individual to address those needs. In some circumstances, service users are sign- posted to specialist services for additional support.

#### 2. Mental Health Awareness and Support programme

This is a programme that focuses on helping refugees and asylum seekers who are suffering from some degree of mental health problems to get the type of support they need by helping them access the most appropriate services.

## 3. Youth Club programme

The Youth Club programme helps young people to have access to a wide range of services they need (e.g. employment, further education, skills training, family matters, youth matters, etc)

#### 4. Saturday Homework Club programme

The Saturday Homework club is a programme which helps poorly performing refugee, asylum seeking children and other under achieving pupils with their educational assignments in order to raise their academic achievements and so assisting their integration into mainstream education.

These activities are successfully carried out thanks to kind support from well-wishers, members' contributions and funding from grants making Trusts and Foundations.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

The structure of Care Link West Midlands represents the following hierarchy:

- 1. The General Assembly of Members (GAM): highest organ of important decisions. It is responsible for determining the general policy of the organisation. It meets once a year to decide on important decisions affecting the organisation.
- 2. The Management Committee (MC): the governing body of the organization elected by GAM. It acts on any matters referred to it by the General Assembly of Members and considers for approval the recommendations made by GAM. It consists of 5 Trustees: 1 Chairperson; 1 Vice-chairperson; 1 Secretary; 1 Treasurer and 1 Adviser:
  - 3. The Secretariat: part of the organisation that deals with the daily management of the organisation's

activities.

It is composed of a small paid staff of experienced men and women with a thorough experience in community matters and spread over 4 programmes:

- a. Floating Support (FS)
- b. Mental Health Awareness & Support (MHAS)
- c. Saturday Homework Club (SHWC)
- d. Youth Club (YC)

The Secretariat consists of 6 people (office based):

- a) 5 Volunteers (3 full time, 2 part-time)
- b) 1 paid staff (Part-time).

#### **GOVERNING DOCUMENTS & POLICIES**

A number of policies are available. The main governing documents are our Constitution, our Memorandum of Association and our Business Plan. Among the policies available, we have:

- o Equal Opportunity Policy
- o Protection from Abuse
- o Safeguarding Policy
- o Health & Safety
- o Drug Abuse Policy
- o Volunteer Policy
- o Recruitment & Selection Policy
- o Needs Assessment & Support Planning Policy
- o Complaints & Whistle Blowing Policy
- o Code of Conduct & Acceptable and Unacceptable Behaviour
- o Financial Control Policy
- o General Data Protection Regulation (GDPR) policy

All these policies are reviewed yearly.

#### THE TRUSTEES

Care Link West Midlands's Trustees are elected by Annual General Meeting (AGM) in accordance with the organisation's constitution. The following served as Trustees and as members of Care Link West Midlands's management committee during the year up to the AGM which took place on Thursday 3<sup>rd</sup> October 2019:

Ms A. Mwihabuntu, Chairperson

Ms D Uwase, Vice Chairperson

Mr. W Shomari, Secretary/Operations Manager

Mr. B Ntivunwa, Treasurer

Mrs O Bogdanova, Advisor

#### **Responsibilities of the Trustees**

The charity's Trustees are responsible for preparing the Trustees Annual Report and the Financial Statements in accordance with applicable law and regulations.

The law applicable to charities in England and Wales requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

The trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these Financial Statements, the Trustees are required to:

- o select suitable accounting policies and then apply them consistently;
- o observe the methods and principles in the Charities SORP;
- o make judgments and accounting estimates that are reasonable and prudent;
- o state whether applicable accounting standards have been followed, subject to any material departures disclosed
- o and explained in the Financial Statements;
- o prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity
- o will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and

enable them to ensure that the Financial Statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Conflict of interest**

The organisation has adopted a policy to address conflicts of interest so as to ensure that its activities, and those of its staff and service users, are and are seen to be conducted to the highest standards of ethics and integrity.

#### Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

#### **Public Benefit**

The Charities Act 2011 requires charities to demonstrate that their work is of direct benefit to the public. When planning Care Link West Midlands's activities each year, the Trustees take due regard of the Charity Commission's general guidance on public benefit.

Within the constraint of resources, and subject to any eligibility criteria for a specific service, Care Link West Midlands's services, described above, are available to all refugees and people claiming asylum. Services are offered in many of our clients' languages, without charging fees, and recognising the difficulties many face in meeting travelling costs. Our work on sector capacity building, refugee integration and education of the general public about refugee issues benefits the whole community by supporting community cohesion. Our work on policy, legislation and advocacy advances human rights and access to employment, education and health care, and combats destitution.

#### ACHIEVEMENTS AND PERFORMANCE

2022 has been another difficult year for so many communities. Challenges from the pandemic are still lingering, combined with difficulties caused by the cost-of-living crisis.

But there has also been a lot to celebrate. The resilience, grit and determination of those working and volunteering at Care Link West Midlands means that so many people are still able to access vital services, contributing to the overall economic, social, and environmental wellbeing of our communities. But we know the future still feels very uncertain for so many community people, and we are here to support - whatever the challenge.

We want to say a huge thank you to all our partners and supporters, for supporting us with funding and delivery and ensuring we maximise the impact we have on our community and for supporting our organisation to thrive during difficult time, inspiring us and driving the support we provide.

# CHARITABLE ACTIVITIES MAIN ACTIVITIES OF THE YEAR 2021-2022 ( $1^{ST}$ OCTOBER 2021 TO $30^{TH}$ SEPTEMBER 2022)

The following is a brief summary of services we have delivered to our Service Users for the last whole year. We did our best to reach the aims and values of the organization in making sure we give the best quality of service to all our Service Users. Our objectives targeted Asylum Seekers and Refugees from Central Africa with different backgrounds.

## 1. GENERAL SUPPORT/FLOATING SUPPORT PROGRAMME

#### 1. a. GENERAL SUPPORT

Over the past year, Care Link West Midlands has been able to provide bespoke community support services and delivered frontline support services to 236 of whom 159 were adults and 77 were children and young people. Our work was geared towards tackling suffering and isolation among disadvantaged refugees living in the most deprived wards of the Black Country and neighbourhoods of Birmingham. Practically, the support was provided in the area of:

- 1) Social activities including peer mentoring, emotional support, provision of welfare advice and information, guidance, advocacy, general support and friendship to reduce the level of depression and anxiety to help with the impact of Cost-of-living crisis.
- 2) Help with benefit claims/applying for benefits (sorting out their welfare benefits, universal credits, income support, pension credits, other benefit entitlements, money management and dealing with debts)
- 3) Assistance with the completion of forms and other paperwork (applying for social housing or finding privately rented accommodations)

- 4) Help in gaining access to other services (brokering and sign posting e.g., in case of severe mental health problems or family problems such as domestic violence)
- 5) Help with utilities top-ups i.e., make sure service users (refugees) have electricity + hot water and help to clear their arrears by setting up payment plans or other possible arrangements.
- 6) Supply of food & toiletry bundles putting food on refugees' table where needed the most.
- 7) Remote/ casework supporting these refugees with housing issues + associated admin (contacting utilities companies (gas, electricity, telephone companies, etc.).
- 8) Help with the additional difficulties in refugees' lives which were exacerbated by the rising cost of living i.e., job losses, how to manage their mental health problems resulting from their anxiety and hopelessness of being asylum seekers in transition with limited income, limited English language, limited communication, broken relationships, etc.

#### **Case Study**

Our success is built on the successes of the people that use our services. Read one of their personal stories below (*translated from French language*) to find out more about how Care Link West Midlands has helped them on their journey towards resilient, independent and fulfilling lives.

## Ornella's Personal Story, 31

With a pre-existing mental health condition, Ornella, 31 years old from Sandwell, found that the pandemic acted as a trigger for a number of her anxieties. She sought the help she needed from Care Link West Midlands (CLWM) to enable her to create a new routine with a clear mind.

Ornella: - "I am an African woman living with HIV. During the pandemic, I was at higher risk of contracting the coronavirus due to lack of adequate housing, poverty, and lack of continued access to antiretroviral medicines to stop the virus replicating in the body due to staff shortages, clinic closures and quarantines, and equipment as most health services were geared towards COVID-19 treatment efforts, thus reducing access to my drug substitution therapy. During lockdown, I felt alone but the Charity Care Link West Midlands (CLWM) had my back when I needed them most and I was in a happier place thanks to the kindness they showed me. I must remember that we went through this crisis period together.

I was first faced by the challenges of being a single parent and how difficult it was to raise two toddlers while working a full-time job within the Civil Service and then suddenly lose this job because of the coronavirus pandemic. With no family nearby, I was doing my best to juggle everything by myself. Despite my best efforts, I soon realised that something needed to be done. As the lockdown broke up, I ended up in a situation where I was paying out more than what I was earning. I became very stressed. As more money was going out than coming in, I ended up with thousands of pounds worth of debt.

My kids were severely affected by the whole thing. My son was particularly poorly which meant I had to struggle to get food and other essential items from local shops and local supermarkets. I felt crippled. That's when my friend Jemimah mentioned the Charity CLWM. I gave them a call and the volunteers were so welcoming. They really listened to me.

After talking through my problems together over the phone, the charity discovered that they were able to provide support to help me feel more in control of my situation. The organisation strove to ensure my needs were addressed and not left behind. To be honest, I was at risk of psychological distress. The organisation then signposted me to Harborne Parish Lands Charity, one of their partner organisations who helped me with emergency cash. Besides, CLWM provided me money advice to help me cope with my finances in the future.

The financial support made a big difference to my life at the time and the volunteer on the phone was very kind. She explained what my priority and non-priority debt was and helped me move forward. She educated me. I could finally get a good night's sleep".

CLWM's response was tailored towards the most urgent needs I had, i.e., accessing adequate housing, have access to financial resources and acquire the ability to manage my personal hygiene including menstrual hygiene. Thank you CLWM for your assistance".

**CLWM** - We recently got back in touch with Ornella and she had good news for us. Not only has she found a new part time job a result of her joining our Job Club project, but she has also been promoted to a senior level at Selfridges after proving her range of abilities within the workplace soon after lockdown was relaxed. This new timeframe provides her with the space to improve her finances and most importantly, valuable time with her young children. This is what she told us:

**Ornella -** "I'm going to be able to recover from this situation much sooner than expected thanks to the kindness of Care Link West Midlands (CLWM). There is always light at the end of the tunnel, especially when it comes to services like the Charity."

#### 1. b. BEFRIENDING INTERNET COFFEE CLUB

During the year of this report, Care Link West Midlands successfully delivered a project which supported 13 refugee older women to access computer & internet training).

The older women service users of Care Link West Midlands who attended the Befriending Internet Coffee Club have used the space as part of their socialising, beating up isolation and active support while learning basic IT skills – especially for older women experiencing memory loss or living with or at an early stage of dementia.

Several computer Literacy and internet activities were continuously being taking place each Thursday from 10.30 am to 1.30pm. Activities delivered range from basic IT- skills learning (e.g., setting up an email account, doing your shopping online, searching the internet safely, how to stay safe online, using YouTube, using Skype, using computer as a useful tool, etc.) to chatting to each other, plenty of opportunities for one-to-one interactions, English language conversation buddy, etc.. Throughout this period, the project has helped to knit stronger ties between 3 volunteers IT-Tutors and 13 older women learners from the local community.

#### **Achievements**

- The project has provided opportunities for older learners to interact with younger IT-Tutors using computer and internet lessons.
- The project delivered bespoke activities to share collections (E. g. lived storytelling, etc.)

#### Success story - Pascaline's testimony, 67 (participant in our project) - Translated from French

"Before joining the Befriending Internet Coffee Club at Care Link West midlands, I was very lonely and cut off with the rest of the world. My place was pretty boring, I didn't know a lot about computer and internet, but now I think differently. I think my participation in the project is amazing and I'm lucky to be part of the group. This project has changed my view of the world. Since joining the project, I have developed new social skills using computer and internet to stay in touch with the world. I can now share photos using emails, book holiday using internet, shop online, do my online banking, get news, socialise, etc.

At the beginning of the programme, I was told that once registered with the project, the Befriending Internet Coffee Club would help me to drive the computer and have access to Internet. I believe that this is the atmosphere being lived at Care Link West Midlands. I have contact with my peers and together we support each other while learning. Since joining the Club I have made lots of friends and I feel happier."

## 1.c. DEVELOPMENT NEED ASSESSMENT (DNA) PROJECT

Thanks to the support from The Eveson Trust during the year, Care Link West Midlands has reviewed its working systems and service delivery strategy in order to demonstrate the strongest fit with public tendering criteria. The organization underwent a <u>Development Need Assessment Diagnostic (DNA Diagnostic)</u> under its Enhance funding programme towards consultation exercise to determine future services and the updating of safeguarding policy and procedures.

The organisation worked with EduKit consultancy and looked at the principles of organisational resilience which involved at improving:

- 1) Our business strategic planning (looking at organisation's purpose, organisation's impact, organisation's people, understanding of needs and organisation's income, etc.)
- 2) Objectives and Strategy Development
- 3) Assessment of organisation within the context of the objectives and strategy agreed in order to identify the strengths and weaknesses so that the key development of capacity can be identified against the achievement of the objectives
- 4) Looking at the infrastructure requirements of the organisation against the agreed objectives and Strategy, etc.

#### 2. MENTAL HEALTH AWARENESS & SUPPORT

#### 2. a. HELPING REFUGEES WITH MENTAL HEALTH PROBLEMS

The programme delivered services which reduced loneliness and social isolation among 19 refugees who were suffering from mental health problems. The following were activities that the programme delivered during the year of this report:

(1) Established a refugee forum for discussion and peer support.

(2) Ran a weekly drop-in centre for these refugees to get support and assistance they needed (i.e., a self-help group with a range of social activities including befriending, 1-2-1 peer mentoring, practical work such as cookery club, emotional support, outreach service using social media, support provision of welfare advice and information, guidance, advocacy, general support and friendship which they needed in order to reduce the level of depression and isolation).

Programme evaluation carried out at the end of the year has shown that service users who benefited from the project have reported feeling less isolated as a result of accessing a range of social activities. Service users who benefited from this programme have experienced improved psychological and physical wellbeing that helped to maintain their independence.

#### An example of how the programme helped an individual – The Marie Camille's success story, 33

Marie Camile, 33, is a single mum from Cameroon but living in Sandwell and receiving support from Care Link West Midlands. She is terminally ill and was victim of abuse in her young age. This is her story:

"Before I was ill, I used to be quite a bubbly person, but I started to experience flashbacks to a time when I was abused. I didn't really understand what was happening to me and so I took an overdose because I had fallen into a deep depression. As I felt I was going around the bend, I contacted my support worker at Care Link West Midlands for support. My support worker put me in touch with someone with similar experiences to myself, who chose to use their lived experience of mental distress to support me towards improving my wellbeing. The support received was of immense value, particularly for people such as me who could not find statutory services alone due to my language barrier and my status as an asylum seeker. At first, I used to sit and cry all the time, but now I am happy because I have been in regular contact with Care Link West Midlands's Peer Support Club for 6 months. I also sometimes volunteer with the group to help out wherever else I am needed".

Marie Camille found that the Peer Support Club very useful. Here is what she told us:

"I started coming to the Mental Health Peer Support Club over 6 months ago because I was brought by my support worker from Care Link West Midlands. Our peer support model was developed alongside people who have experienced mental distress. We worked as a team to design, produce and deliver training for Peer Supporters covering areas such as coaching, goal setting and focusing on people's strengths. We are continually developing our training and support opportunities for those that wish to become Peer Supporters, and embedding high quality peer support in our services, in a way that is service user led, in order to help as many people as possible on their journey towards better mental wellbeing. The Club is like a family and we all support each other by listening to each other. The staff at the Club have seen me through all my illnesses and they even helped me get a Level 2 qualification in counselling.

Having seen the benefits first hand, Marie Camille said:

"It was while I was receiving peer support that I first thought I wanted to do something to help others. I've now done a four day peer support training course and look forward to being able to use my own experience to help someone else. I want to do this because I believe everyone deserves the chance to achieve recovery. I am so grateful to all the staff at Care Link West Midlands, the volunteers and the Trustees. They have done such a great job with me and other people. I now consider myself fully recovered and I wouldn't have been able to recover without the help from the Club".

#### 2. b. SUPPORTING BME REFUGEES WITH HOUSEHOLD FUEL POVERTY

With energy prices rising and the cost of living increasing, Care Link West Midlands during the year ran a project to help 25 BME residents mainly low income refugees in the Black Country and Birmingham with a range of services and provided information on how to access support with fuel payments, including, but not limited to, accessing winter fuel discounts and Social Fund schemes, providing energy tariff advice and switching programmes as well as providing energy efficiency and heating solutions based on National Grid Electricity Distribution advice and guidance. The project engaged service users in discussing how to budget and the options available to BME refugees on low income to reduce household fuel poverty during wintertime.

We have consulted our service users who have asked Care Link West Midlands to run this welfare rights and fuel poverty project to help raise awareness in combating household fuel poverty and confirmed that the project was very helpful. We have carried out surveys and consultations by involving BME older people, BME families with children, BME people with health problems (including mental health), BME carers, BME people in low paid work and BME jobseekers who have agreed to take place in sessions organised by this project.

#### 2. c. REFUGEE IN THE GREEN HOME

During the year, Care Link West Midlands worked with *The National Lottery Community Fund –Together for our Planet* to run the *above Project*.

The project delivered six climate change workshops to raise awareness of climate change and help to make Sandwell more resilient, sustainable, low-carbon and locally self-sufficient. The project created workshops which involved residents, Plastic Free Local groups, Surfers Against Sewage, voluntary and community sector organisations, etc. to discuss the impacts of climate change on the services they provide to some of Sandwell's most socially vulnerable people and how our collective action on climate change can make a difference in relation to The UN Conference on Climate Change (COP26) held in Glasgow in early November 2021.

#### Ideas for action...

The project organised Group discussions, raised concerns, barriers, opportunities, ideas for action.

Feedback gathered during the sessions (Questions and answers, discussion) have proposed a number of key points how a collective action on climate change can make a difference:

- **Adaptation** preparing ourselves for climate change (hotter, drier summers and warmer wetter winters) flooding grab bags, water bottles for the elderly
- Mitigation reducing our carbon emissions reducing car usages, walking buses, reducing fuel usage (cost of living)
- A bit of both greening Sandwell trees provide shade (decrease risk from heatwaves) and are carbon sinks so gets us closer to net zero
- **Education** could cover anything behaviour change
- **Group focus** age? Ethnicity? Geography?
- Expanding existing groups friends of parks, litter pick groups? Share best practice
- The project delivered engaging activities to raise awareness of the environmental issues such as climate change, pollution, deforestation, and endangered flora & fauna so that all of us may play our part in protecting the environment at the following levels:
- ☑ International Paris Agreement, COP26, Sustainable Development Goals
- ☑ National Net Zero Strategy: Build Back Greener by 2050
- ☑ **Regional** WMCA (2041), UK HAS, Environment Agency
- ☑ Local SMBC (2030, 2041), NHS Green Plan, Private Sector
- ☑ Community tree planting, community gardens
- ☑ Individual how you decide to live, work and play

#### Case Study-

"The Refugee in The Green Home Project is completely relevant to the working world at the moment. Everything in business is about being sustainable and cost-efficient, so that nothing is wasted. Vianet Mougos, 38(Delegate)

## Climate Action Plan Case Study: Taking Environmental Action in Workshops

Vianet, 38, was a delegate in one of the Refugee in Green Home workshops. He works on a pilot project to introduce and adapt the Laboratory Efficiency Assessment Framework (LEAF) created by the University of Birmingham. The pilot is being conducted in a Black Country's technical workshop that covers many disciplines, including textiles, film, photography, ceramics, print, and digital fabrication. Vianet said that his attendance in the Refugee in the Green Home project's workshops has helped him to discover where improvements are possible in their workshops and technical facilities.

The project invited 31 workshop spaces from across the Black Country to take part in some of the project's settings. As part of the Refugee in The Green Home's impact, the workshop events have given rise to conversations with specialist technicians and technical coordinators. To gain an understanding of their perspective on the climate change framework and gain insight on sustainable practices already in use, Vianet was excited to feedback that a lot is still to be done in terms of waste management. Vianet said that there is a need to make recommendations for how to improve the way they manage waste in the different workshops in the Black Country.

Vianet was mostly interested in the 6 categories of environmental protection as described by the project — waste, people, materials, equipment, procurement and space. The project has asked the participants including Vianet, to develop a self-assessment tool to workshops, to report on their existing actions to save plastic, water, energy and other resources. In 2023, as part of the Refugee in the Green Home project's follow on effort, the Climate Action Plan team will report on new actions to save plastic, water, energy and other resources. There will be a gift dispensation in relation to the actions taken.

## 3. SATURDAY HOMEWORK CLUB

a) ABC LITERACY CLUB & ART

From October 2021 to September 2022, the ABC Literacy Club did happen as planned and provided one-to-one mentoring of primary school children in Sandwell to **25** refugee children who were struggling with their literacy, numeracy and science assignments as a result of language barriers and not getting extra support from home (by parents or siblings). The club delivered educational activities focused on skills development and ongoing support to reduce food poverty (e.g. cookery classes, nutrition advice, budgeting support, benefits and debt advice, etc.

#### b) HELP TACKLE HOLIDAY HUNGER

Care Link West Midlands, in partnership with Western Power Distribution via LocalGiving, under the Community Matters Fund has been able to deliver a Holiday Hunger project through the summer, building on a pilot developed last year. The project provided food to **37** families affected by holiday hunger e.g. food parcels, food pantries, and serving meals.

The project provided a total of 700 meals through the Summer Holiday period (16th July to 26th August and beyond) for children who normally receive free school meals. The lunches were nutritious and offered some variety and were easy to prepare. As well as food and social activities, we involved children and young people in the preparation so they could learn new skills like cooking and budgeting. The project also supported the identification of any issues where families were struggling to cope through the summer so that they could be supported.

This project allowed our organisation to continue providing free meals to 37 families on low income with children to meet their food needs during summer holiday and helped to keep children healthy, safe, connected as they continued to enjoy their summer holiday without any hunger concern.

#### 4. YOUTH CLUB PROGRAMME

#### a) JOB CLUB

From October 2021 to Sept 2022, Care Link West Midlands delivered **Job Club** activities and developed a "JOB SKILLS TRAINING TO REDUCE HOUSEHOLD POVERTY project". The organisation provided intensive support services to 25 young people aged 18 – 21 years old to help them try to find work.

Project activities included:

• Helping young people into work or Enterprise

The organisation provided extra advice and support to help young people into work. Beneficiaries of this activity were either lone parents, disabled young people, young people leaving school or college and young people out of work.

- CV writing support
- Job search
- Applications
- Interview techniques
- Basic skills
- ESOL for work
- Work placement
- Understanding enterprise
- Business development

#### b) MULTI-SPORT ACTIVITIES DURING THE YEAR

Under this programme, Care Link West Midlands supported 27 young people who were inactive and not participating in sport or physical activity already provided in the local community.

Care Link West Midlands has achieved the following under our one objective – 'IMPROVING PHYSICAL ACTIVITY AND WELLBEING':

- During the year, we organised 18 Inter-racial and unisex multi-sport and physical activity sport sessions (football, basketball, court tennis, badminton and physical exercise sport) for girls and boys aged 8 to 15 years. A total of 24 children attended these physical and sport activities of whom 10 were girls.
- We organised 6 basketball sessions for girls and boys which took place in January and February 2022.
- The project provided BAME children and young people with the opportunity to participate in sport activities which would typically not be available to them as a result of poverty or social exclusion.

#### **Success Stories**

"Coming to the weekly sport evenings has really made a big difference to me. I had been out of sport ever since school closed to covid-19 and was feeling quite bored and lonely. Sport sessions at Care Link West Midlands have allowed me to

start afresh and to make friends with other children who live close by, which makes me feel much more at home in the neighbourhood." (Daniella, 12)

"The best thing about the sport club was spending time with other children and young people from my home country and giving the children and young people a chance to learn about their cultural heritage." (Adam, 15)

"I like Care Link West Midlands's play scheme and sport club. I have made new friends. Now I play with my friends every day in the park. This makes me happy because before I just went home on my own and played on my computer." (Blessing, 9)

"I can't thank Care Link West Midlands enough for the sport project. My son has thoroughly enjoyed all activities and it has brought a sense of normal to him after these strange weeks, keep up the good work." (Beneficiary's parent)

The following table represents recorded data of people who were supported during the year:

	Total Number	Percentage (%)
Category of Cases		
Adults Supported	159	67%
Children & Young people Supported	77	33%
Total People Supported	236	100%
Benefit Support	18	7.6%
Unemployment	23	10%
Financial Support	28	12%
Debt Advice	14	6%
Homelessness Support	6	2.5%
Enterprise Support	4	1.7%
Digital Access Support	13	5.5%
Sickness/Health Advice	37	15.6%
Food Provision	37	15.6%
Mental Health/Anxiety Support	19	8%
Casework Advocacy	25	10.5%
Other(Legal, Immigration)	12	5%
Total Number	236	100%

## DIFFICULTIES AND SETBACKS DURING THE YEAR

Although the year 2021/2022 was a success and that all the planned activities took place, few things didn't work very well:

- 1. Attendance to meetings was sometimes constrained by daily home commitments. Many of the beneficiaries were single mums and had a challenge to find somebody to stay with children at home at the time the mother would be kept away with the project.
- 2. With low levels of training, education and employment, some beneficiaries were challenged by poverty as they live on low income. That has made it difficult for some service users not to be able to attend support sessions because of lack of finance. As the project travel budget was also limited, there was no much the project could do to help these users of our services to attend all the sessions. This has left some beneficiaries feel helpless and unproductive.

Based on the above, it has been decided that the beneficiaries find ways to raise additional funding to continue with these types of events. These types of events give users opportunity to build up their own support network. The organisation will equally explore means by which people on low income can access opportunities to increase their employability skills to attain a level of independence. The organisation has been recommended to contact Sandwell Council of Voluntary Organisations (SCVO) for capacity building.

#### **FUTURE PLANS**

<sup>&</sup>quot;Before joining sport club at Care Link West Midlands, I had no confidence in Netball. I have now got more confidence and I am starting to attend the sessions regularly. I really enjoyed the practical sessions." (Ruth, 12)

<sup>&</sup>quot;I am delighted that, three months later, we had still managed to work with 24 children through physical activity and sport at a time when many local children were getting no physical activity at all and the potential impact on mental health and long-term damage was at its highest". (Volunteer)

Local people who took part in the organisation's activities were pleased by the programmes' impact on their lives. At the end of the year, they have come with an idea to start a self help group called in French "Mutuel Réfugiés Sandwell" to be a foundation of their unity. It has been agreed that this be a migrants' Platform to reach out care Link West Midlands's members and non-members, especially those people who are the most isolated because of geographic distance or because of poverty and other social problems and give them a helping hand either morally or physically.

As for meeting the costs of the organisation beyond 2022, our organisation will tap in additional funding available from other Trusts and Foundations to be approached in the future as soon as the current trustees' annual report and accounts 2022 are out.

#### FINANCIAL REVIEW

The Trustees present their report with the financial statements of the charity for the year ended 30 September 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

#### Brief statement of the organisation's policy on reserves

It is the policy of Care Link West Midlands to hold £3,000 in reserves for three months after the end of financial year to cover running costs and unforeseen emergencies. To achieve this, we will aim to put £250 per month into reserves from income until that level is achieved.

#### SMALL COMPANY PROVISIONS

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

#### INDEPENDENT EXAMINER

Godfrey Massa has been re-appointed as independent examiner for the ensuing year.

Stockent

The trustees' annual report and the strategic report were approved on 05/12/2022 and signed on behalf of the board of trustees by

Walingamina Shomari

Trustee

# Independent Examiner's Report to the Trustees of Central Africa Refugee Link, West Midlands Year ended 30 September 2022

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2022.

## Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

#### **Independent examiner's statement**

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

- 1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
- 2. the accounts do not accord with those records; or
- 3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
- 4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Godfrey Massa Certified Accountant GM Accountancy 472a Bearwood Road Smethwick West Midlands B66 4HA

Date: 05/12/2022

## Statement of Financial Activities for the Year Ended 30 September 2022

INCOME AND ENDOWMENTS FROM Donations and legacies	Notes	Unrestricted Refunds £ 9,250	estricted funds £ 64,380	30.9.22 Total funds £	30.9.21 Total funds £ 77,115
•		9,230	04,360	,	77,113
Other trading activities	2	6,850		6,850	5,600
Total		16,100	64,380	80,480	82,715
EXPENDITURE ON					
Charitable activities Befriending Coffee Club		_	250	250	_
Reaching Older People		-	899	899	9,911
Covid-19 Emergency Fund		_	-	-	5,000
Fiscal Sponsorship		-	-	-	8,485
Core Cost		12,418	38,478	50,896	-
Art for peace project		_	845	845	655
General		-	-	-	6,850
Refugee in The Green Home		-	8,880	8,880	-
Sport Project		-	6,593	6,593	-
Household Costs- Fuel Poverty		-	5,150	5,150	-
CLWM DNA Diagnostic		-	6,450	6,450	-
Mental Health Project		-	3,302	3,302	- 071
Core Cost					<u>871</u>
Total		12,418	70,847	83,265	31,772
NET INCOME/(EXPENDITURE)		3,682	(6,467)	(2,785)	50,943
RECONCILIATION OF FUNDS Total funds brought forward		6,056	64,692	70,748	40,941
TOTAL FUNDS CARRIED FORWARD		9,738	58,225	67,963	91,884

#### **Balance Sheet 30 September 2022**

		**		30.9.22	30.9.21
		Unrestricted F funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS	11000	~			~
Tangible assets	6	2,250	30,375	32,625	25,118
CURRENT ASSETS					
Debtors	7	-	7,607	7,607	7,607
Cash at bank and in hand		7,488	21,243	28,731	39,023
		7,488	28,850	36,338	46,630
CREDITORS					
Amounts falling due within one year	8	-	(1,000)	(1,000)	(1,000)
NET CURRENT ASSETS		7,488	27,850	35,338	45,630
TOTAL ASSETS LESS CURRENT					
LIABILITIES		9,738	58,225	67,963	70,748
NET ASSETS		9,738	58,225	67,963	70,748
FUNDS	9				
Unrestricted funds				9,738	6,056
Restricted funds				58,225	64,692
TOTAL FUNDS				67,963	70,748

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

## **Balance Sheet - continued 30 September 2022**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 05/12/2022 and were signed on its behalf by:

.....

W Shomari - Trustee

#### Notes to the Financial Statements for the Year Ended 30 September 2022

## 1. ACCOUNTING POLICIES

#### **Basis of preparing the financial statements**

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

#### **Income**

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

#### Expenditure

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

#### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

#### **Taxation**

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

#### Fund accounting

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

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

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

#### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

## 2. OTHER TRADING ACTIVITIES

	30.9.22	30.9.21
	£	£
Shop income	6,850	5,600

## 3. NET INCOME/(EXPENDITURE)

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

	30.9.22	30.9.21
	£	£
Other operating leases	4,280	3,710

## 4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 September 2022 nor for the year ended 30 September 2021.

## Trustees' expenses

There were no trustees' expenses paid for the year ended 30 September 2022 nor for the year ended 30 September 2021.

## 5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted R	Total	
	funds	funds	funds
	${f \pounds}$	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,205	73,910	77,115
Other trading activities	5,600		5,600
Total	8,805	73,910	82,715
EXPENDITURE ON Charitable activities Reaching Older People Covid-19 Emergency Fund	- -	9,911 5,000	9,911 5,000
Fiscal Sponsorship	-	8,485	8,485
Art for peace project	-	655	655
General	6,850	-	6,850
Core Cost		871	871
Total	6,850	24,922	31,772
NET INCOME	1,955	48,988	50,943

		Unrestricted funds £	Restricted funds £	Total funds £
	RECONCILIATION OF FUNDS Total funds brought forward	4,101	36,840	40,941
	TOTAL FUNDS CARRIED FORWARD	6,056	85,828	91,884
6.	TANGIBLE FIXED ASSETS	Plant and machinery £	Computer equipment £	Totals £
	COST At 1 October 2021 Additions	14,461 	10,657 7,507	25,118 7,507
	At 30 September 2022	14,461	18,164	32,625
	NET BOOK VALUE At 30 September 2022	14,461	18,164	32,625
	At 30 September 2021	14,461	10,657	25,118
7.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE Y	YEAR	30.9.22	30.9.21
	Other debtors		£ 7,607	£ 7,607

8	CREDITORS: AN	MOUNTS FALLING DUE WITHIN ONE YEAR	

9.

TOTAL FUNDS

CREDITORS: AMOUNTS FALLING DUE WITHI	NONE YEAR	30.9.22	30.9.21
Accruals and deferred income		£ 1,000	£ 1,000
MOVEMENT IN FUNDS			
		Net	
	At	movement	At
	1.10.21	in funds	30.9.22
	£	£	£
Unrestricted funds			
General fund	4,851	-	4,851
Members Contribution	1,205	2,250	3,455
Garfield Weston Foundation		1,432	1,432
	6,056	3,682	9,738
Restricted funds			
The 29thMay 1961 Charitable Trust	250	(250)	-
The Albert Hunt	(320)	_	(320
Voice 4 Change	899	(639)	260
The WG Edwards Charitable Foundation			
	1,920	_	1,920
Lloyds Bank Foundation	12,572	(1,792)	10,780
Arnold Clark Community Fund	845	(845)	-
UK Youth Fund	11,686	(11,686)	-
Restricted Funds Brought Forward	36,840	-	36,840
National Lottery Community Fund	-	1,000	1,000
Prime Foundation	-	3,997	3,997
The Eveson Trust	-	2,050	2,050
Western Power Distribution		1,698	1,698
	64,692	(6,467)	58,225

70,748

(2,785)

67,963

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds	r	L	ı.
General fund	6,850	(6,850)	_
Members Contribution	4,250	(2,000)	2,250
Garfield Weston Foundation	5,000	(3,568)	1,432
	16,100	(12,418)	3,682
Restricted funds			
The 29thMay 1961 Charitable Trust	-	(250)	(250)
Voice 4 Change	6,853	(7,492)	(639)
Lloyds Bank Foundation	25,000	(26,792)	(1,792)
Local Giving	5,150	(5,150)	-
Arnold Clark Community Fund	-	(845)	(845)
UK Youth Fund	-	(11,686)	(11,686)
National Lottery Community Fund	9,880	(8,880)	1,000
Prime Foundation	3,997	-	3,997
The Eveson Trust	8,500	(6,450)	2,050
Western Power Distribution	5,000	(3,302)	1,698
	64,380	(70,847)	(6,467)
TOTAL FUNDS	80,480	(83,265)	(2,785)

## **Comparatives for movement in funds**

		Net	
	At	movement	At
	1.10.20	in funds	30.9.21
	£	£	£
Unrestricted funds			
General fund	4,101	750	4,851
Members Contribution		1,205	1,205
	4,101	1,955	6,056
Restricted funds	, -	<b>,</b>	-,
The 29thMay 1961 Charitable Trust	_	250	250
The Albert Hunt	_	(320)	(320)
Voice 4 Change	-	899	899
The WG Edwards Charitable Foundation			
	-	1,920	1,920
Lloyds Bank Foundation	_	12,572	12,572
Arnold Clark Community Fund	_	845	845
UK Youth Fund	-	11,686	11,686
Restricted Funds Brought Forward	36,840	<del>-</del>	36,840
	36,840	27,852	64,692
TOTAL FUNDS	40,941	29,807	70,748

Comparative net movement in funds, included in the above are as follows:

	Incoming	Resources	Movement
	resources £	expended	in funds £
Unrestricted funds	£	£	T.
	5.600	(4.950)	750
General fund	5,600	(4,850)	750
Members Contribution	3,205	(2,000)	1,205
	8,805	(6,850)	1,955
Restricted funds			
The 29thMay 1961 Charitable Trust	2,500	(2,250)	250
The Albert Hunt	1,500	(1,820)	(320)
Voice 4 Change	8,990	(8,091)	899
Heart of England Community Foundation			
	5,000	(5,000)	-
The WG Edwards Charitable Foundation			
	1,920	_	1,920
The Scurrah W Charity	2,000	(2,000)	-
Souter Charitable Trust	3,000	(3,000)	_
Lloyds Bank Foundation	25,000	(12,428)	12,572
Arnold Clark Community Fund	1,000	(155)	845
UK Youth Fund	23,000	(11,314)	11,686
	73,910	(46,058)	27,852
TOTAL FUNDS	82,715	(52,908)	29,807

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

	Net		
	At	movement	At
	1.10.20	in funds	30.9.22
	£	£	£
Unrestricted funds			
General fund	4,101	750	4,851
Members Contribution	-	3,455	3,455
Garfield Weston Foundation	<del>_</del>	1,432	1,432
	4,101	5,637	9,738
Restricted funds			
The Albert Hunt	-	(320)	(320)
Voice 4 Change	-	260	260
The WG Edwards Charitable Foundation			
	-	1,920	1,920
Lloyds Bank Foundation	-	10,780	10,780
Restricted Funds Brought Forward	36,840	-	36,840
National Lottery Community Fund	-	1,000	1,000
Prime Foundation	-	3,997	3,997
The Eveson Trust	-	2,050	2,050
Western Power Distribution	<del>-</del>	1,698	1,698
	36,840	21,385	58,225
TOTAL FUNDS	40,941	27,022	67,963

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	12,450	(11,700)	750
Members Contribution	7,455	(4,000)	3,455
Garfield Weston Foundation	5,000	(3,568)	1,432
	24,905	(19,268)	5,637
Restricted funds			
The 29thMay 1961 Charitable Trust	2,500	(2,500)	-
The Albert Hunt	1,500	(1,820)	(320)
Voice 4 Change	15,843	(15,583)	260
Heart of England Community Foundation			
	5,000	(5,000)	-
The WG Edwards Charitable Foundation			
	1,920	_	1,920
The Scurrah W Charity	2,000	(2,000)	-
Souter Charitable Trust	3,000	(3,000)	-
Lloyds Bank Foundation	50,000	(39,220)	10,780
Local Giving	5,150	(5,150)	-
Arnold Clark Community Fund	1,000	(1,000)	-
UK Youth Fund	23,000	(23,000)	-
National Lottery Community Fund	9,880	(8,880)	1,000
Prime Foundation	3,997	-	3,997
The Eveson Trust	8,500	(6,450)	2,050
Western Power Distribution	5,000	(3,302)	1,698
	138,290	(116,905)	21,385
TOTAL FUNDS	163,195	(136,173)	27,022

## 10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 September 2022.

Detailed Statement of Financial Activities for the Year Ended 30 September 2022		
	30.9.22	30.9.21
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	4,250	3,205
Grants	69,380	73,910
	73,630	77,115
	75,050	77,113
Other trading activities		
Shop income	6,850	5,600
Total incoming resources	80,480	82,715
2 out meoning resources	00,.00	02,710
EXPENDITURE		
Charitable activities		
Other operating leases	4,280	3,710
Light and heat	5,680	1,652
Volunteer Costs	4,473	7,285
Training	6,744	1,775
Materials and Resources	3,146	840
Project Management & Publicity	2,350	250 5 804
Activity Costs	8,251	5,894
Refreshment and Snacks	1,354 1,679	580 988
Travel Costs  General Punning Expenses	6,666	3,032
General Running Expenses Hire of Venue	5,840	685
Project Man. & Monitoring	5,117	1,784
In-Kind Assistance	2,250	6,681
Fiscal Sponsorship	2,230	5,000
Marketing and Publicity	1,250	1,950
Consultancy & Advice	4,250	2,250
Recruitment	500	
	63,830	44,356
Support costs		
Governance costs		
Wages	19,435	8,552
Total resources expended	83,265	52,908
Net (expenditure)/income	(2,785)	29,807