

Registered Charity Number 1158856



**The Snowdrop Project**

**Annual report and unaudited financial statements  
For the year ended 31 March 2023**

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# The Snowdrop Project

## Chair's report

*"I was a victim of sexual exploitation. Through this crime everything was taken from me, my control, my dignity, my future, my voice. I found trusting anybody a challenge - but Snowdrop never gave up. No matter what I was facing, feeling or doing they always stuck by my side and helped empower me to make the best decisions for myself. I cannot begin to tell you the impact and difference long term support has, but I can guarantee you that if I hadn't had Snowdrop, I would not be here today."*

– Sophie, Snowdrop Client

At the Snowdrop Project we believe in [a future free from trafficking](#).

Eleven years ago, the charity was established to support people like Sophie. We wanted to make sure survivors had high level and unwavering support to recover from their past; working towards a future full of hope and a place of independence. Today the charity has established itself as a leading advocate and exemplary model of best practice in the sector for long-term support.

The charity continues to grow and have more impact than ever.

This year, despite a challenging political and economic landscape we have worked with more direct beneficiaries than ever before; **251 adults and 103 children** accessing our support in South Yorkshire.

None of this would be possible without an incredibly committed, hard-working and values-led team of staff and volunteers. Alongside our supporters and funders who enable our work to happen.

Our long-term holistic approach covers key support needs, including independent living, physical and mental wellbeing, community engagement, education and employment and hope for the future. We achieve this holistic support through our **casework programme**, which is based on social work principles, our **in-house counselling service**, and our **community engagement programme**.

The report that follows outlines our key successes and challenges from the year 22/23. Since then the charity continues to evolve and develop. In September 2023, founding CEO Lara Bundock, moved on from the charity and co-founder, Rachel Medina, was appointed as CEO. We are incredibly grateful for the commitment and dedication Lara put into building the foundations of the charity, establishing Snowdrop to be what it is today. We are excited and confident about Rachel leading the charity into its next chapter. This transition has given us an important opportunity to take stock, review opportunities and risks and develop the charity in line with its growth. In 2024, I will also be stepping down from my role as Chair. It has been a privilege to see the charity grow and thrive over the last seven years of my tenure, and I am delighted to hand over the chair to Samantha Dixon who I know will continue to drive good governance and support the charity to further develop. With all this in mind, we are excited and confident about what can be achieved as we look to the years to come.

Thank you everyone who has partnered with us on this mission, we look forward to finding new ways to partner in the future.

Kind regards,

Tim Elgar

Chair of Trustees

# **The Snowdrop Project**

## **Trustees' report for the year ended 31 March 2023**

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2023.

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

### **Governance and management**

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

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

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

All trustees give their time voluntarily and receive no remuneration.

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

Salaries of current staff members are reviewed annually, guided by benchmarking similar roles within the sector and taking into account the financial position of the charity. When recruiting for new roles, a similar benchmarking exercise is undertaken and salaries agreed by the Board before recruitment commences.

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

# The Snowdrop Project

## Charitable objectives and activities

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

### *Our Mission*

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

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

### *Activities*

The organisation currently focuses its activities on:

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

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

# The Snowdrop Project

## Summary of main activities

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

We do this through the provision of four services:

**Casework**  
**Counselling**  
**Community Activities**  
**House Renovations**

## Numbers during the year

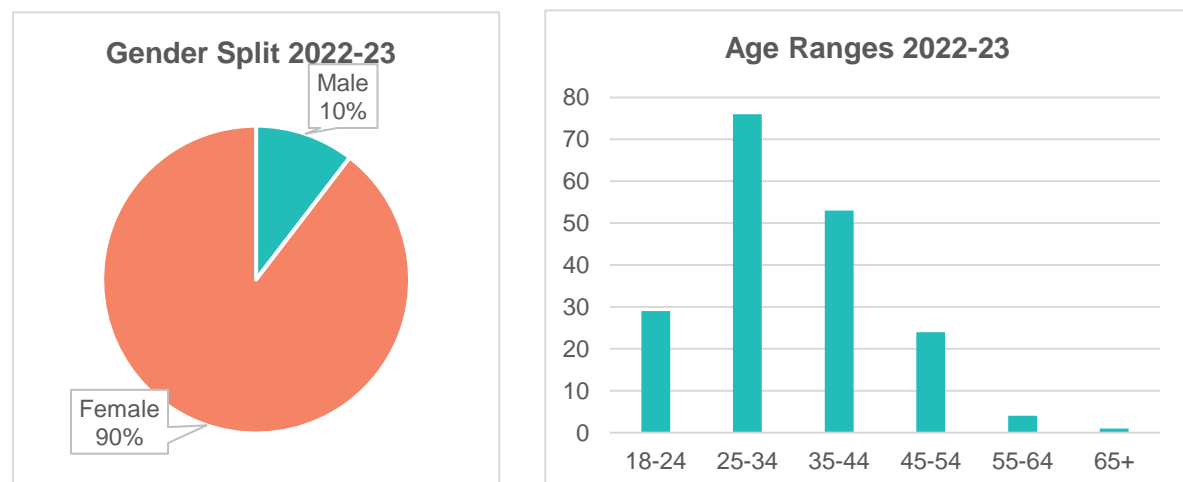
Trafficking and exploitation often involve the deprivation of liberty physically, mentally and emotionally. People can also experience severe physical, mental, or sexual abuse and neglect as well as being displaced from one's own home and community. As a result of multiple negative and detrimental treatment, repercussions are complex and enduring which provides many challenges to reintegration and stability. Our four services are designed to give survivors the best possible chance of recovering from trafficking and living a safe, sustainable and reintegrated life, reducing the possibility of re-trafficking. Below is the presentation of basic data followed by more detailed descriptions of the services.

Casework (inc Reach-In)	Counselling	Community Activities	Renovations	Individuals
81	111	129	10	251

Some beneficiaries access more than one service, and the renovation programme is only available to those who are in casework or counselling support. Therefore, without double counting, the number of direct beneficiaries this year has been **251 adults and 103 children**.

## Statistical and Demographic Information

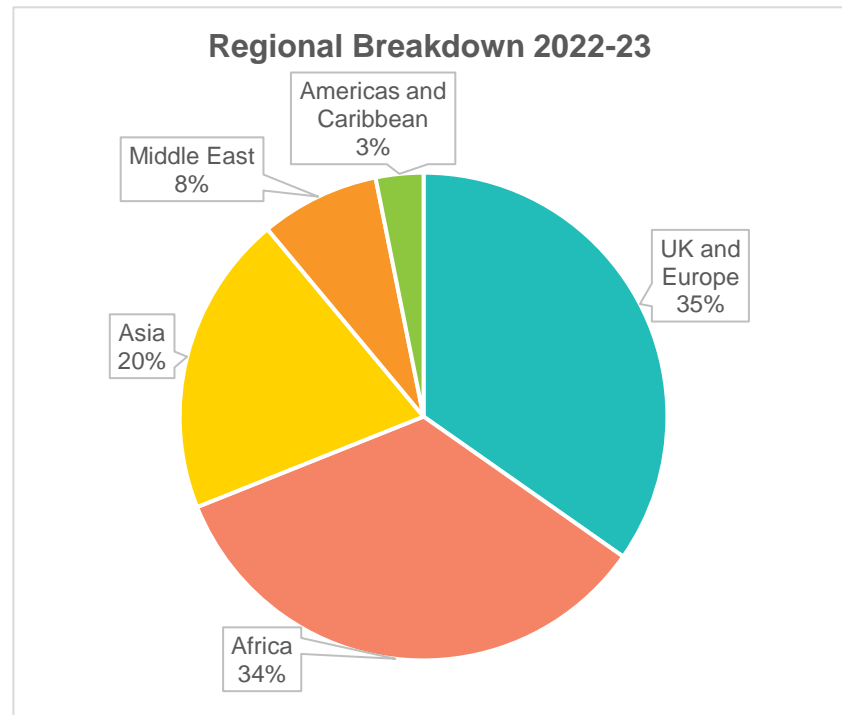
Gender and age demographics of beneficiaries. A typical service user would be a female between the ages of 25 and 34.



# The Snowdrop Project

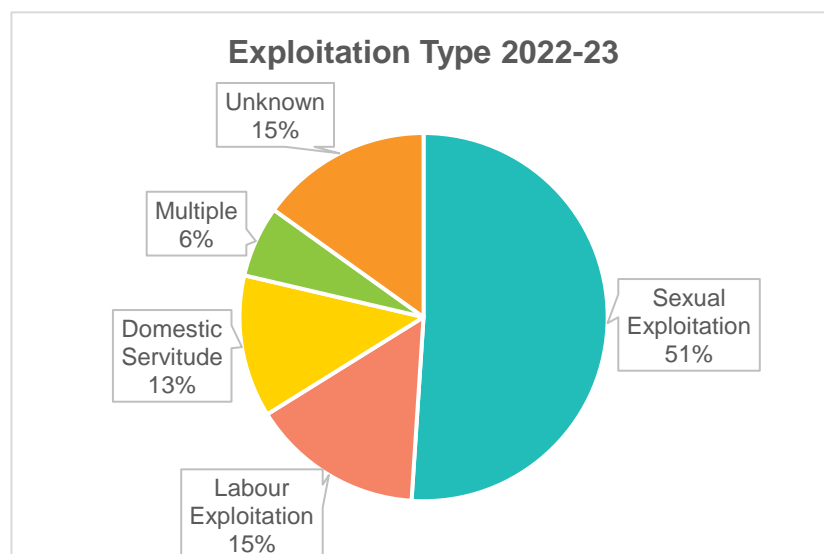
## Nationality

Across the client group, 49 nationalities were represented. The top countries amongst our client group this year were: Albania (27%), Nigeria (8%) and Vietnam (7%). This is broken down by region below:



## Exploitation Type

Our clients predominantly experienced sexual exploitation, as shown on the chart below, although it is notable that many clients experienced multiple types of exploitation. Often the type of abuse experienced was not disclosed to us at the time of referral. We provide long-term support to clients whether or not they disclose to us the type of exploitation they experienced.



# The Snowdrop Project

## Summary of Core Activities:

### 1. Casework

The Casework team provide advocacy services to survivors of modern slavery and exploitation both through the Reach-In element of the Modern Slavery and Victim Care contract, as well as to individuals referred outside of the Reach-In work.

Snowdrop's casework support programme aims to build on a survivor's inner strength and empower the clients to tackle their challenges, take control of their future and build a new life for themselves. To draw out the person's strengths and gain their trust, we create a safe space and support clients to form a basis of stability, returning their agency and decision-making powers. Our Casework Team ensure that clients know and understand all available choices and make their own decisions. Our caseworkers employ social work principles and provide support and advocacy across numerous issues. This includes police investigations, legal support, housing, education, employment, family life and wellbeing. Our casework support programme forms a central pillar for survivors as they build a new life.

Over the year, the casework team worked with **81 survivors of modern slavery** and exploitation to achieve the following outcomes:

2022-2023 Casework Outcomes	
93%	Casework Clients engaged with support at least monthly over a 6 month period
20%	Of casework clients also engaged with Counselling
51%	Of casework clients are in a permanent home
88%	Of those in a permanent home are able to manage their household finances independently
17%	Have gone into employment or work experience, college or education
25%	Are taking part in ESOL
6%	Of casework clients had a negative conclusive grounds decision at referral
60%	Of these, 60% had their negative decision overturned
20%	Were supported with a family reunion
33%	Received support to access or engage with their solicitor
58%	Received support around accessing DWP benefits
30%	Received support to access healthcare
21%	Received support to access mental health support
£69,200	Amount awarded in compensation

The average length of time an individual is supported by the casework team is 2 years. 63% of clients are asylum seekers at the point of referral and by the end of March 2023 77% had received



## The Snowdrop Project

Discretionary Leave or Refugee status. Just over half (51%) of casework clients require an interpreter some or all of the time. 30% are single parents.

This year the Casework team has supported more clients than ever before. The main challenges in supporting survivors have been in relation to mental health and supporting people into housing and statutory services such as adult social care. These challenges have largely been in relation to the impact on wider services since the Covid-19 pandemic. As a result our clients have struggled to access agencies such as mental health or adult social care as the thresholds for accessing care have increased.

One of the ways the team met this challenge was through their use of the Innovation and Creativity budget to create opportunities for creative expression through activities such as pottery classes and “Café Snowdrop” a drop-in service for casework clients who could receive community and advocacy from the team at the same time.

As the year progressed, another main theme was poverty and debt as the cost of living crisis and increased inflation started to bite. Caseworkers supported clients to access debt relief orders, apply for grants for individuals and discretionary funds to help families cope.

Overall the complexities of life clients are facing have increased as well as demand on our casework services over the course of the year and caseworkers have worked incredibly hard with and for clients recovery and independence.

## 2. Counselling

Our Counselling activities focus around both 1:1 counselling as well as our counselling group (Hope Box) and alternative therapies (Shiatsu, Acupuncture and Trauma Yoga).

Clients can be referred directly into our alternative therapies and Hope Box group, but in order to access 1:1 therapy through the pathways (below) they must be referred and attend an assessment (1-4 sessions) to be recommended for one of the below pathways.

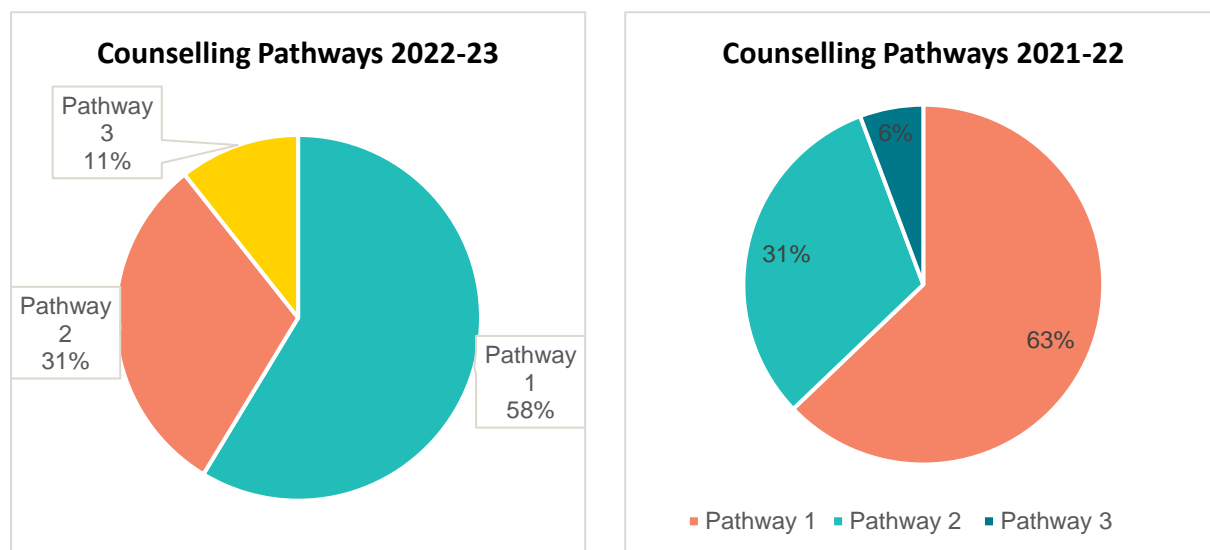
The below table outlines briefly the criteria and focus of the three pathways:

Pathway	Pathway 1 (8-12 weeks)	Pathway 2 (16 – 20 weeks)	Pathway 3 (long term)
<b>Client stability (Maslow’s hierarchy of motivation).</b>	Unstable, uncertain status and circumstances.	Client is able to manage current instability.	Clients are settled in housing and legal status, can self-regulate and are ready to process their trauma.
<b>Client needs (mainly expressed in physical symptoms).</b>	Client needs affect regulation, coping tools, grounding, and stabilisation.	Client is aware of the window of tolerance and ready to learn self-regulation. The client develops a sense of agency.	Re-connecting. We expect clients to refer and re-refer themselves. There is no specific time frame set in this pathway.

## The Snowdrop Project

<b>Counselling/ therapy focus.</b>	Present /here and now.  Psycho-education  window of tolerance, short term affect regulation, coping tools, grounding, body awareness.  Functioning - sleep, eating, routine and supportive activities.	Present /here and now - aspects of the past triggered by current events.  Client learning self-regulation, taking control in their life. Housing and refugee status is more stable.	Past trauma processing, integration, deeper insights into past, present, future.
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Most of our clients are assessed to be suitable for Pathway 1 counselling services, as shown on the chart below. However, over time, clients can engage with and move through the pathways as they journey through their recovery. Over time we expect to see the percentage of clients in Pathways 2 and 3 increase, as you can see compared with the Pathways in 2021-22.



### Measuring Success across the pathways

The primary measurement tool used in Counselling across the 3 Pathways is the PMBS (Posttraumatic Maladaptive Beliefs Scale).

The PMBS score is a 15-item scale that measures maladaptive beliefs about life circumstances that may occur following trauma exposure.

Responders are provided with a list of beliefs that people sometimes have in response to stressful life experiences and asked to indicate how true they believe each statement to be. Statements are judged on a scale of 1 (not true) to 7 (completely true)

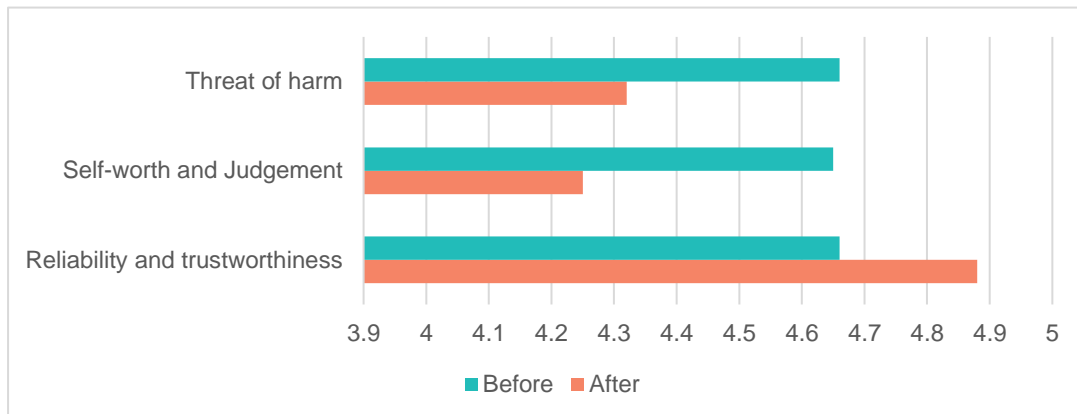
## The Snowdrop Project

The scale is comprised of three subscales:

- Threat of harm,
- Self-worth and judgment,
- Reliability and trustworthiness of others (this section is measured in reverse code, 1 (completely true to 7 (not true)).

Therefore, what we want to see is the scores reducing after counselling in the threat of harm and self worth and judgement subscales, and increasing after counselling in the reliability and trustworthiness of other categories. This is broadly what we are seeing as below.

**Average across all 3 pathways before and after counselling.**



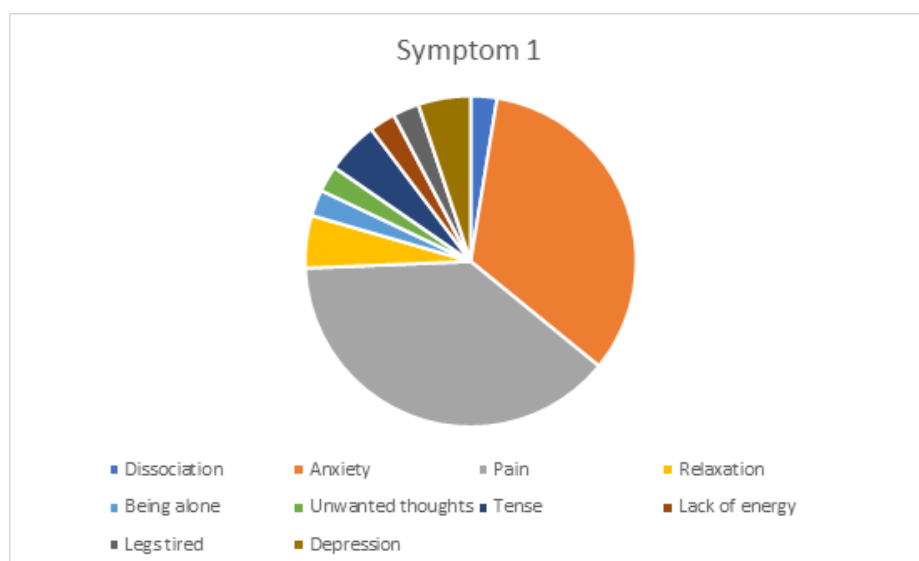
### Measuring Success: Alternative Therapies

For our alternative therapies (Shiatsu, Acupuncture and Trauma Yoga), we employed the MYMOP (Measure Yourself Medical Outcomes Profile) measuring tool.

MYMOP asks clients to consider the two most important symptoms associated with a specific problem and an activity of daily living that is affected by these symptoms as well as assessing overall wellbeing. The symptoms, activity and wellbeing are scored in quantitative numbers.

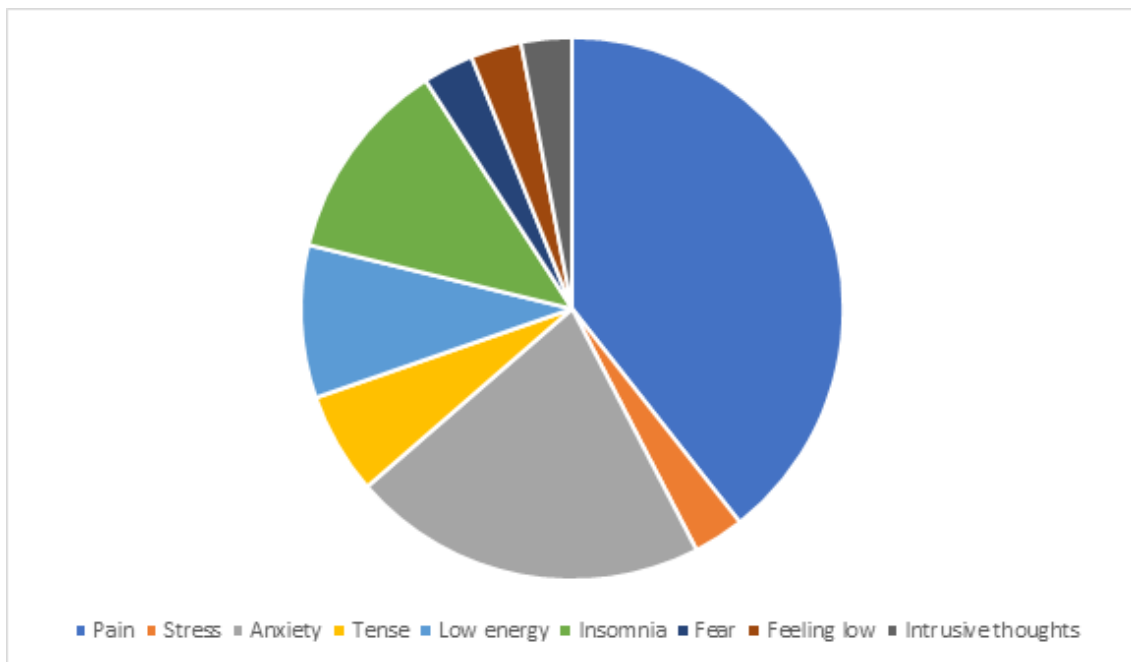
Symptoms are assessed on a scale of 0 - as good as it could be, to 6, as bad as it could be.

Symptoms were chosen and described by the clients themselves, as below.



## The Snowdrop Project

Symptom 2:



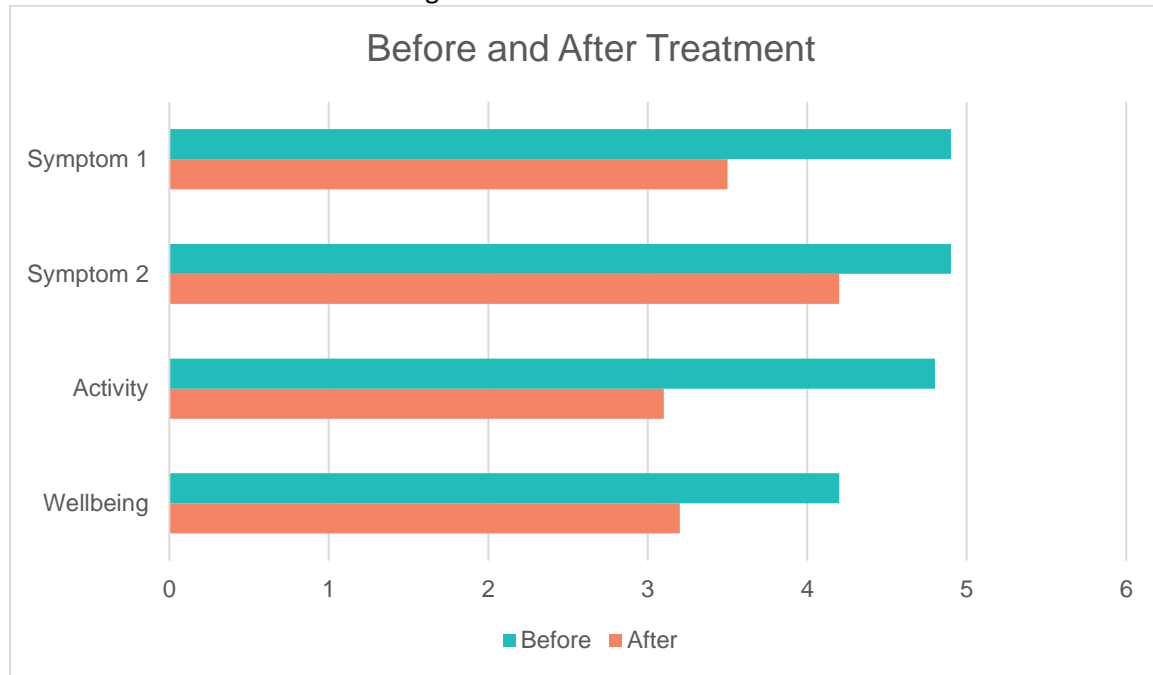
Activity of daily living affected by the symptoms:



The four main issues described by clients were pain, anxiety and insomnia and the main activities affected were walking or going out of the house.

## The Snowdrop Project

The below chart described the average scores before and after treatment:



### Symptom 1

The first symptom described by clients improved an average of **24%**

### Symptom 2

The second symptom described by clients improved an average of **11%**

### Activity

Client's ability to participate in the clients chosen activity also improved an average of **29%**

### Wellbeing

Client's wellbeing improved an average of **17%**

Effectively measuring the positive impact counselling is having on clients is a testament to our success in this area.

Clients reported:

*I now don't check the windows at night, I sometimes sleep. My back pain is not like before, this worked for me.*

*Yoga: Very awesome, fun group. Good if you need to learn how to relax or boost self esteem and confidence...Wonderful, healthy positive emotional and physical environment.*

## 3. Community Activities

Across the year the Community team ran a record **80 activities for 129 survivors** to build community, reduce social isolation and improve their skills and confidence. Regular sessions throughout the year included Toddler Group and English classes. Additionally we were able to run a number of short and one off sessions. These included indoor football, in partnership with the Football Association (6 weekly sessions), Refugees Rock Climbing sessions (monthly) in partnership with the Climbing Hangar, woodblock printing and a Pop-Up clothes shop. We were able to provide a number of specific sessions to families including the Back to School party, Homework club, Pumpkin Party and the Photoshoot Day which has become a regular feature of our community offer.

## The Snowdrop Project

Feedback from clients included:

**Pop-Up Shop:** *"I never get new clothes, I don't have to buy new shoes for 2 years!"*

**Football Attendee:** *"I was really stressed and heartbroken before I came, but I am now happy and high, I feel like I've been at a disco!"*

**Pumpkin Party parent feedback:** *"So fun, lots of things to learn and make, I'm happy and enjoyed it!"*

Early in the year, the Community Development Manager identified that the organisation could benefit from staff time to develop the offer for children and young people. The Creativity and Innovation budget enabled the organisation to employ a dedicated Children and Young Person's worker, which was an incredible success and near the end of the year the trustees approved making the post permanent. This post has significantly improved the offer for children and families as well as further enabling clients to access vital services such as counselling. Prior to this post, we did not have enough volunteers to consistently offer childcare for counselling clients.

## 4. Renovations

In 2022/23 we renovated **10 properties**, benefitting **15 individuals**. Due to the unpredictable nature of planning for clients being offered permanent accommodation, recruiting volunteers and sourcing good-quality, second hand furniture became incredibly difficult this year with the cost of living crisis. We found that members of the public were less willing to gift items of furniture as they were instead opting to sell instead. This meant that unfortunately we were no longer able to consistently offer furniture as part of our renovation programme and we became more reliant on Local Authorities grant schemes and other local charities such as St. Vincent de Paul and Besom to support survivors with their furniture needs.

We also struggled to source volunteers to help with painting and decorating properties. To overcome this the renovation team worked with the fundraising team and decided to pre-plan the monthly renovation dates so we could better engage community and corporate volunteers in the programme. This was the beginning of the Renovation Club, joining with corporates interested in donating staff time to make lasting change for survivors of modern slavery. Planning in advance meant that the longest a survivor might need to wait for a renovation is 5 weeks, and meant we could reliably have enough volunteers to run the renovations efficiently. This has been a big success which we are hoping to build on in the next financial year.

The below photographs display some of the handiwork of volunteers and staff in redecorating client's home.

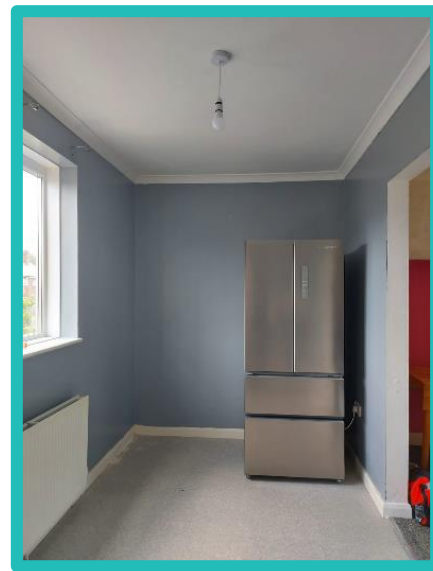
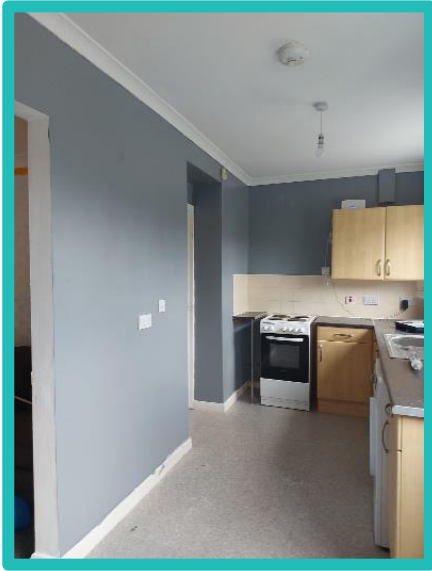
We are so grateful for the volunteers who gave their time and energy to make such a meaningful impact on the lives of our clients in creating a home.

## The Snowdrop Project

Example before a renovation:



Example after a renovation:



# The Snowdrop Project

## 5. National Impact

### **Training, Policy and Research:**

This year we employed a member of staff to take forward our Training, Policy and Research work. She took on the development of our training offer, as a way to grow and market the excellent training that we offer. In addition, this member of staff has taken over engaging with national forums (Anti-Trafficking Monitoring Group, Human Trafficking Foundation, Modern Slavery Engagement Forum) and leading on contribution to the national policy discussion.

### **IMSA Model Development- Phase 1**

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



# The Snowdrop Project

## Volunteers and Placement Students:

Volunteers remain a key part of our service delivery, during the year we engaged 57 volunteers across our different programmes. We engage volunteers in a variety of ways throughout the service.

Volunteering Opportunity	2022-23	Detail
Volunteer Caseworker	10	<p>Volunteer caseworkers help provide one-to-one community-based support and advocacy to survivors. They equip clients with the skills and knowledge they need to achieve their goals and reach a point of independence.</p> <p><b>Volunteer caseworkers spend up to 6 hours a week providing support which can include:</b></p> <ul style="list-style-type: none"> <li>• Advocating for a survivor at appointments</li> <li>• Supporting clients to navigate various systems, for example, DWP benefits, the immigration/asylum system, homelessness process, accessing primary/secondary NHS services.</li> <li>• Supporting survivors to develop life skills.</li> <li>• Empowering clients to access education and training.</li> <li>• Sign posting to activities and groups which could help improve social inclusion and community involvement.</li> </ul>
Befriender	10	<p>Befrienders have a more flexible role and work alongside caseworkers to complement the support available to survivors.</p> <p><b>They work to provide holistic support by:</b></p> <ul style="list-style-type: none"> <li>• Providing friendship and extra support to clients, investing in a relationship with them by meeting up for a coffee or attending community activities together.</li> <li>• Advocating for survivors at various appointments as necessary.</li> <li>• Sign posting to services, organisations and groups as required.</li> </ul>
Childcare and Activity	8	<p>Activity Volunteers encourage social inclusion and integration by facilitating community activities and empowering individuals to learn new skills, build confidence and make friends.</p> <p>Childcare volunteers help remove barriers for survivors accessing support and provide reassurance that their children are in safe hands as they attend their counselling sessions and community activities. Often survivors can be very isolated and don't have a support network in place, so childcare volunteers are really important to supporting clients to access the support they need.</p>
Renovation	29	<p>Renovation volunteers help turn neglected council housing into homes that our clients can be proud of. These renovations take place once per month, when our clients receive permanent housing.</p>

## **The Snowdrop Project**

All volunteer caseworkers, befrienders childcare and activity volunteers receive training and supervision from our expert members of staff. Volunteering increases our capacity to work with more survivors, invest in the volunteers through training and keeping our practice fresh and up to date, both through training and learning from our volunteers. We are incredibly grateful to all the volunteers who have given of their time and talents this year.

This year we struggled to engage as many volunteer caseworkers and befrienders as we have in the past. This reduction in available volunteers meant that we did not successfully recruit and train our normal cohort of volunteers in early spring 2023. The amount of staff time in refreshing and delivering the volunteer training means we require a minimum number of volunteers to go ahead. We have found that particularly due to the cost of living crisis, individuals are not as available and interested in volunteering, as it has become increasingly important for people to find paid work. We are committed to finding new ways to engage volunteer caseworkers and befrienders in the next financial year.

In addition to volunteers, we also work with local universities and colleges to host placement students throughout the year. This year we worked with 2 students on the Children and Families course at Sheffield Hallam within our Community team, we worked with 1 Master of Social Work student (2<sup>nd</sup> Placement) at Sheffield Hallam who was hosted within the casework team. Our Counselling team also hosts and supervises trainee counsellors. Across the year we hosted three counselling placement students.

### **Fundraising Activities:**

Over the course of the year we engaged 51 people in fundraising, 40 volunteer marshals for the running events as well as the 11 individual supporters who participated in climbing Mt Kilimanjaro in September 2022.

The Snowdrop Gala was unfortunately cancelled due to a large snowstorm that made it unsafe to go ahead. The fundraising team worked incredibly hard to move the event to a virtual one and generous donors and corporate sponsors gifted money towards the event, which overall raised £14.8k of income.

Overall, we are anticipating an increasingly competitive fundraising environment as we enter the next financial year. We have recruited a Community Fundraising and Events manager to invest more in this aspect of our fundraising.

### **Corporate Support**

A big thank you to Irwin Mitchell, DLA Piper, Westbourne School, Women's Institute (Ecclesall Road), Maebell & Bo, The Soroptimists, and Verus Recruitment.

# The Snowdrop Project

## Future Plans

**Political Context:** We are anticipating legislative change with the upcoming Nationality and Borders Bill, and have begun an exercise with staff to reexamine our messaging, and planning for how our services may be adapted depending upon the implementation of this plan and assessing how it will impact the survivors we support, as most are third country nationals.

**Transitional Safeguarding:** We are actively pursuing funding to support a worker who specialises in transitional safeguarding and lowering our referral age from 18 to 16. Across the country, there is a cliff edge in support for survivors once they turn 18, and as there are no Independent Child Trafficking Guardians in South Yorkshire, this is an area of work we feel there is a gap, and we feel well placed to support children who have experienced modern slavery as they transition from children to adult services.

**Diversifying and growing income:** We are hoping to diversify our income streams through increased corporate and event fundraising. With the recruitment of our Community and Events fundraising role, we are anticipating that events will begin to pick up again.

**Strategy:** Over the next year, the CEO will consult with trustees and staff to complete our next 3-5 year strategy.

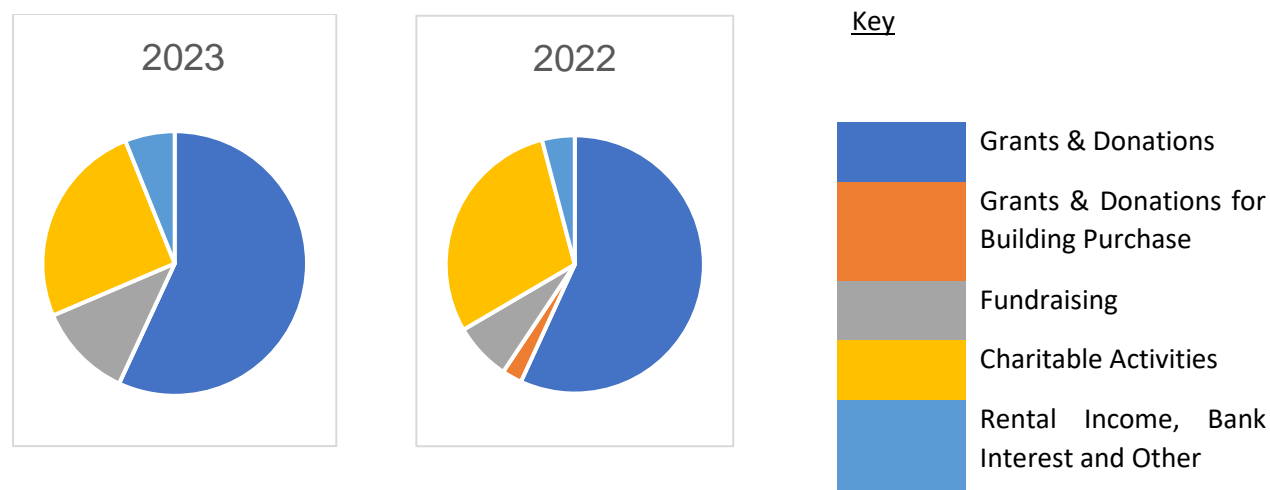
## Financial Commentary

### Principal Sources of Funds

The Snowdrop Project's activities in the financial year to the 31<sup>st</sup> March 2023 were funded predominantly through grants and donations income 56.9% (2022 56.8%). Additionally in 2022 there was a one off grant received towards the purchase and renovation of the new Castle Green premises 2.5%. The remaining funding of the Charity arose from charitable activities 25.3% (2022 29.3%), fundraising 11.7% (2022 7.2%), and bank interest/other income 6.1% (2022 4.2%).

	2023	2022
Grants & Donations	56.9%	56.8%
Grants & Donations for Building Purchase / Renovation	0%	2.5%
<b>Total Grants &amp; Donations</b>	<b>56.9%</b>	<b>59.3%</b>
Fundraising	11.7%	7.2%
Charitable Activities	25.3%	29.3%
Rental Income, Bank Interest and Other	6.1%	4.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

## The Snowdrop Project



### Financial Review

During the financial year to the 31<sup>st</sup> March 2023 the Snowdrop Project raised income of £748,303 (2022 £747,343) from all activities and incurred total expenditure of £858,746 (2022 £792,638). This resulted in a net loss of £110,443 (2022 £45,295 loss) arising in part due to planned renovations expenditure on the Castle Green premises of £17,564 and also the impact of the cost of living crisis causing rising costs and a challenging fundraising environment. The building work completed in 2023 was funded from a £100,000 designated reserve set aside by the Trustees in 2021 for anticipated renovation work. Year-end total reserves were £554,614 (2022 £665,057) comprising general funds £246,918 (2022 £312,944), restricted funds £28,975 (2022 £65,565), and designated funds in respect of the property purchase and renovations £278,721 (2022 £286,548).

Restricted income as shown in the Statement of Activities was £267,737 (2022 £393,794). Grants, donations, and legacies raised to fund specific programme costs totalled £130,588 (2022 £196,201). Income from charitable activities was £137,149 (2022 £197,593) principally from the Big Lottery Fund to support casework and counselling.

Unrestricted income was £480,566 (2022 £353,549). Grants and donations income £295,277 (2022 £247,485) represented 61.4% (2022 70.0%) of unrestricted income. Fundraising activities income of £87,286 (2022 £54,044) increased mainly due to a major fundraising event involving eleven supporters climbing Kilimanjaro, accounting for 18.2% (2022 15.3%). Charitable activities income increased to £52,454 (2022 £21,196). The balance of unrestricted income £44,501 (2022 £30,449) arose mainly from rental income.

Expenditure increased to £858,746 (2022 £792,638), with the principal increases being in staff salary costs £499,074 (2022 £454,709) and fundraising costs £53,562 (2022 £30,590) with the latter mainly increasing due to the Kilimanjaro Challenge.

### Investment Policy

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

Returns on investments are modest but rising due to higher interest rates, realising £1,048 in the year ending 31<sup>st</sup> March 2023 compared with £375 in the previous year.

# The Snowdrop Project

## Reserves Policy

The Trustees have determined to aim to maintain a level of free reserves (general funds excluding tangible fixed assets) equal to six months budgeted unrestricted expenditure plus mortgage payments. The policy aims to ensure there is a buffer to accommodate fluctuations in income, and if necessary, enable management to reduce expenditure whilst fundraising activities are undertaken to increase income.

Free reserves at the 31 March 2023 were £228,706 or 4.98 months reserve cover based on budgeted unrestricted expenditure plus mortgage payments for 23/24. The budget for 23/24 which is for a small surplus, aims to return the reserve cover to six months.

A designated fund of £278,721 was held at the 31 March 2023 in respect of the funds spent on purchasing and renovating the Castle Green premises (including loans payable).

The Snowdrop project also held restricted reserves at year end of £28,975. These are not considered as part of the reserves policy as they are held only if required to organise the relevant programme.

## Reference and administrative information

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

## Board of Trustees

Tim Elgar	Chair	appointed 16 February 2017	
Tina English	Vice-chair	appointed 13 October 2014	resigned 19 July 2022
Jon Kenworthy		appointed 28 July 2018	
Darren Wake		appointed 28 November 2019	
Jan Harwood		appointed 24 September 2020	
Tim Bottrill		appointed 1 May 2021	resigned 27 January 2023
Lisa Domoney		appointed 4 October 2022	
Samantha Dixon		appointed 22 November 2022	
Khurum Sethi		appointed 25 July 2023	

## Secretary

Juliet Hayes (non-voting administrator)

## Key management personnel

Rachel Medina Chief Executive Officer

## Advisors

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

Accountants: Seven Hills Accountants Limited  
57 Burton Street  
Sheffield  
S6 2HH

# The Snowdrop Project

## Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Signed on behalf of the board of trustees by:

The board of trustees declare that they have approved report above on 17/01/2024



Tim Elgar  
Chair of Trustee

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

I report to the trustees on my examination of the accounts of The Snowdrop project (the Charity) for the year ended 31 March 2023.

### Responsibilities and basis of report

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

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

### Independent examiner's statement

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

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

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

Your attention is drawn to the fact that the charity has prepared the accounts (financial statements) in accordance with the relevant version of the 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn. We understand that this has been done in order for the accounts to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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

Signed: S Lightfoot  
Sarah Lightfoot FCA DChA  
Seven Hills Accountants Limited  
57 Burton Street  
Sheffield  
S6 2HH

Date: 22 January 2024

## The Snowdrop Project

### Statement of financial activities (incorporating the income and expenditure account) For the year to 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Unrestricted funds £	Restricted funds £	Total 2022 £
<b>Income from:</b>							
Grants, donations and legacies	2	295,277	130,588	425,865	247,485	177,179	424,664
Grants and donations for Building Purchase and renovations	3	-	-	-	-	19,022	19,022
Total grants and donations		295,277	130,588	425,865	247,485	196,201	443,686
Charitable activities	4	52,454	137,149	189,603	21,196	197,593	218,789
Fundraising activities		87,286	-	87,286	54,044	-	54,044
Bank interest		1,048	-	1,048	375	-	375
Other activities	5	44,501	-	44,501	30,449	-	30,449
		<b>480,566</b>	<b>267,737</b>	<b>748,303</b>	<b>353,549</b>	<b>393,794</b>	<b>747,343</b>
<b>Expenditure on:</b>							
Raising funds	6	53,562	-	53,562	30,590	-	30,590
Charitable activities	7	472,642	290,327	762,969	304,983	422,096	727,079
Rental activities	9	42,215	-	42,215	34,969	-	34,969
		<b>568,419</b>	<b>290,327</b>	<b>858,746</b>	<b>370,542</b>	<b>422,096</b>	<b>792,638</b>
<b>Net income/(expenditure)</b>		<b>(87,853)</b>	<b>(22,590)</b>	<b>(110,443)</b>	<b>(16,993)</b>	<b>(28,302)</b>	<b>(45,295)</b>
Transfers between funds	21	14,000	(14,000)	-	9,728	(9,728)	-
<b>Net movement in funds</b>		<b>(73,853)</b>	<b>(36,590)</b>	<b>(110,443)</b>	<b>(7,265)</b>	<b>(38,030)</b>	<b>(45,295)</b>
Total funds brought forward		599,492	65,565	665,057	606,757	103,595	710,352
<b>Total funds carried forward</b>		<b>525,639</b>	<b>28,975</b>	<b>554,614</b>	<b>599,492</b>	<b>65,565</b>	<b>665,057</b>



## The Snowdrop Project

### Balance Sheet As at 31 March 2023

	Notes	£	2023 £	£	2022 £
<b>Tangible assets</b>	<b>12</b>	644,577		645,832	
<b>Intangible assets</b>	<b>13</b>	<u>24,900</u>		<u>34,860</u>	
			<b>669,477</b>		<b>680,692</b>
<b>Current assets</b>					
Debtors	<b>14</b>	19,283		28,217	
Cash at bank and in hand		233,931		351,008	
<b>Total current assets</b>		<u>253,214</u>		<u>379,225</u>	
Creditors: amounts falling due within one year	<b>15</b>	(35,242)		(47,216)	
<b>Net current assets</b>			<b>217,972</b>		<b>332,009</b>
<b>Total assets less current liabilities</b>			<b>887,449</b>		<b>1,012,701</b>
Creditors: amounts falling due after more than one year	<b>17</b>	(332,835)		(347,644)	
<b>Total net assets</b>			<b>554,614</b>		<b>665,057</b>
<b>Represented by:</b>					
<b>Funds of the Charity</b>					
Restricted income funds	<b>19</b>		28,975		65,565
General funds		246,918		312,944	
Designated funds - property purchase and renovations		<u>278,721</u>		<u>286,548</u>	
Total unrestricted funds	<b>20</b>		525,639		599,492
Total funds	<b>22</b>		<b>554,614</b>		<b>665,057</b>

Approved by the board of trustees on 17/01/2024

Signed on behalf of the board by:

*Tim Elgar*

Tim Elgar  
Chair of Trustees

## The Snowdrop Project

### Statement of Cash Flows For the year ended 31 March 2023

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	25	(54,712)	46,910
<b>Cash flows from investing activities</b>			
Investment income	1,048	375	
Purchase of fixed assets	(37,665)	(27,451)	
Purchase of intangible assets	-	(14,880)	
<b>Net cash (used in)/provided by investing activities</b>		(36,617)	(41,956)
<b>Cash flows from financing activities</b>			
Repayment of borrowing	(25,748)	(25,749)	
<b>Net cash provided by/(used in) financial activities</b>		(25,748)	(25,749)
<b>Change in cash and cash equivalents</b>		(117,077)	(20,795)
<b>Cash and cash equivalents at the beginning of the year</b>		351,008	371,803
<b>Cash and cash equivalents at the end of the year</b>		<u>233,931</u>	<u>351,008</u>

**The Snowdrop Project**  
**Notes to the Accounts**  
**For the year to 31 March 2023**

**1 Accounting Policies**

**(a) General**

The Snowdrop Project is a charitable incorporation organisation. In the event that the charity is wound up, the liability in respect of the guarantee is £nil per member of the charity. The principle address is given in the charity information on page 19 of these financial statements.

The accounts (financial statements) have been prepared in accordance with the relevant version of the 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) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice. The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the 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) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

**(b) Income**

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

Investment income is included when receivable.

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

**(c) Donated goods and services**

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

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

**(d) Expenditure and irrecoverable VAT**

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

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

**(e) Tangible assets**

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

Freehold buildings	50 years
Freehold building improvements	20 years
Fixtures, fittings & equipment	25% - 33% Straight Line

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

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2023**

**1 Accounting Policies (continued)**

**(f) Intangible assets**

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

Website costs	3 years straight line
CRM system	3 years straight line

**(g) Debtors**

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

**(h) Creditors**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**(i) Financial instruments**

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

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

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

**(k) Funds**

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

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

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

**(l) Taxation**

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

**(m) Operating leases**

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

**(n) Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that there are no material uncertainties about the charity's ability to continue as a going concern as they consider that the charity will continue to operate for 12 months from authorising these financial statements.

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2023**

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

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
AB Charitable Trust	22,000	-	22,000	20,000	-	20,000
Albert Hunt Trust	-	-	-	2,000	-	2,000
Anti Slavery International	1,257	-	1,257	-	-	-
Arnold Clarke Community Fund	-	-	-	1,000	-	1,000
B&Q Foundation	-	5,000	5,000	-	-	-
Brown Source Charitable Trust	15,000	-	15,000	15,000	-	15,000
CMS Foundation	500	5,000	5,500	400	-	400
Charles Haywood Foundation	-	25,000	25,000	-	25,000	25,000
Centre for Social Justice	-	-	-	10,000	-	10,000
Dixon Pitchfork Charitable Trust	750	-	750	750	-	750
Garfield Weston Foundation	40,000	-	40,000	40,000	-	40,000
Gay & Peter Hartley's Hillards Charitable Trust	-	1,000	1,000	1,000	-	1,000
Hyman Winstone Foundation	500	-	500	250	-	250
Human Trafficking Victim Fund	-	1,800	1,800	-	1,879	1,879
John Lewis Partnership Community Investment Fund	-	-	-	-	25,000	25,000
Lloyds Bank Foundation for England and Wales	27,250	-	27,250	25,000	-	25,000
Marsh Charitable Trust	500	-	500	-	-	-
Matrix Law	-	-	-	-	1,800	1,800
Morrisons Charitable Trust	-	15,968	15,968	-	-	-
Paul Grant Charitable Trust	5,000	-	5,000	-	-	-
Purple Teardrop Campaign	-	2,000	2,000	-	-	-
RG Foundation	-	-	-	-	-	-
RRAF Charitable Trust	-	2,000	2,000	-	-	-
Schroder Charity Trust	3,000	-	3,000	-	-	-
Sheffield City Council - ward pots	-	-	-	-	500	500
Sheffield City Council - Inequality fund	-	6,320	6,320	-	-	-
Sheffield Town Trust	-	3,000	3,000	-	3,000	3,000
South Yorkshire Police and Crime Commissioner	-	5,000	5,000	-	5,000	5,000
South Yorkshire Mayoral Combined Authority	-	-	-	-	10,000	10,000
Souter Charitable Trust	-	5,000	5,000	4,500	-	4,500
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
The 29th May 1961 Charity	-	-	-	1,500	-	1,500
The Arnold Clark Community Fund	1,000	-	1,000	-	-	-
The Austin and Hope Pilkington Trust	-	-	-	-	1,000	1,000
The Brelms Trust	-	-	-	-	5,000	5,000
The Bromley Trust	25,000	-	25,000	15,000	-	15,000
The Charles and Elsie Sykes Trust	-	-	-	-	2,500	2,500
The Evan Cornish Foundation	-	8,000	8,000	-	-	-
The Henry Smith Charity	-	30,000	30,000	-	60,000	60,000
The Henry Smith Charity (Community Match Challenge)	-	-	-	-	25,000	25,000
The Holbeck Trust	2,500	-	2,500	-	1,000	1,000
The Light Fund	-	5,000	5,000	-	-	-
The Joseph Rank Trust	15,000	-	15,000	-	-	-
The National Lottery - Awards for All	-	10,000	10,000	-	10,000	10,000
The Orr Macintosh Foundation	5,000	-	5,000	-	-	-
The Pat Newman Memorial Trust	-	-	-	-	500	500
The Sarah Nulty Power of Music Foundation	-	500	500	-	-	-
Volvox Trust	1,000	-	1,000	500	-	500
Donations from other organisations	38,624	-	38,624	37,466	-	37,466
Donations from individuals (including gift aid)	66,396	-	66,396	48,119	-	48,119
	<b>295,277</b>	<b>130,588</b>	<b>425,865</b>	<b>247,485</b>	<b>177,179</b>	<b>424,664</b>

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2023**

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

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
B&Q Foundation	-	-	-	-	5,000	5,000
The James Neil Trust Fund	-	-	-	-	5,000	5,000
The Screwfix Foundation	-	-	-	-	9,022	9,022
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>19,022</u>	<u>19,022</u>

**4 Income from charitable activities**

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Sheffield City Council - Community Covid Recovery Fund	-	-	-	-	40,351	40,351
The National Lottery Community Fund - Reaching Communities	-	127,471	127,471	-	123,758	123,758
Tampon Tax Fund: Move On Project	-	8,342	8,342	-	32,486	32,486
Other services	52,454	1,336	53,790	21,196	998	22,194
	<u>52,454</u>	<u>137,149</u>	<u>189,603</u>	<u>21,196</u>	<u>197,593</u>	<u>218,789</u>

**5 Income from other sources**

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Rental income	42,106	-	42,106	24,302	-	24,302
Access to work	2,395	-	2,395	-	-	-
Kickstart scheme	-	-	-	6,147	-	6,147
	<u>44,501</u>	<u>-</u>	<u>44,501</u>	<u>30,449</u>	<u>-</u>	<u>30,449</u>

**6 Expenditure on raising funds**

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Fundraising costs	53,562	-	53,562	30,590	-	30,590
	<u>53,562</u>	<u>-</u>	<u>53,562</u>	<u>30,590</u>	<u>-</u>	<u>30,590</u>

**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2023**

**7 Expenditure on charitable activities**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2023 £</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2022 £</b>
Staff salary costs	<b>10</b>	272,040	213,771	485,811	129,611	318,315	447,926
Staff training, supervision, wellbeing and other		8,900	5,413	14,313	9,176	11,351	20,527
<b>Direct costs</b>							
Interpreting		-	22,228	22,228	-	18,411	18,411
Training costs		2,243	2,387	4,630	3,741	3,075	6,816
Small Grants		(30)	909	879	-	1,474	1,474
Renovation costs		-	3,762	3,762	-	4,205	4,205
Community Activities		2,746	14,089	16,835	-	18,309	18,309
Client travel costs		-	5,043	5,043	-	2,667	2,667
Client equipment		111	3,136	3,247	171	3,017	3,188
Move On project costs		-	763	763	-	2,956	2,956
Research costs		2,000	-	2,000	-	-	-
Volunteer Expenses		273	1,530	1,803	95	3,104	3,199
Repayment of unspent grant		-	-	-	-	8,527	8,527
<b>Support costs</b>	<b>8</b>	184,359	17,296	201,655	162,189	26,685	188,874
		<b>472,642</b>	<b>290,327</b>	<b>762,969</b>	<b>304,983</b>	<b>422,096</b>	<b>727,079</b>

**8 Support costs**

		<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2023 £</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2022 £</b>
Property costs		63,890	10,308	74,198	76,915	6,030	82,945
Mortgage interest		11,377	-	11,377	-	11,829	11,829
General running expenses		48,063	6,988	55,051	43,857	8,826	52,683
Depreciation		38,920	-	38,920	28,778	-	28,778
Loss on disposal of fixed assets		-	-	-	289	-	289
Amortisation		9,960	-	9,960	4,980	-	4,980
Legal and professional fees		8,939	-	8,939	4,370	-	4,370
Independent examination fee	<b>11</b>	3,210	-	3,210	3,000	-	3,000
		<b>184,359</b>	<b>17,296</b>	<b>201,655</b>	<b>162,189</b>	<b>26,685</b>	<b>188,874</b>

**9 Expenditure on rental activities**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2023 £</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2022 £</b>
Staff salary costs	<b>10</b>	13,263	-	13,263	6,783	-	6,783
Property costs		28,582	-	28,582	27,886	-	27,886
Other costs		370	-	370	300	-	300
		<b>42,215</b>	<b>-</b>	<b>42,215</b>	<b>34,969</b>	<b>-</b>	<b>34,969</b>

**10 Staff salary costs**

	<b>2023 £</b>	<b>2022 £</b>
Salaries	453,318	412,289
Employer's National Insurance	37,820	34,398
Employer's NI allowance	(5,000)	(4,000)
Employer's pension contributions	12,936	12,022
	<b>499,074</b>	<b>454,709</b>

No employee received emoluments of more than £60,000. The average monthly number of employees during the year was 23 (2022: 19).

# 11 Fees payable to independent examiner's organisation

2023

£

Independent examination fee	3,210
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There were no other fees payable to the independent examiner's organisation in the year.

# 12 Tangible assets

	Freehold Building £	Fixtures, fittings and equipment £	Total £
<b>Cost or Valuation</b>			
As at 1 April 2022	630,000	65,555	695,555
Additions	35,753	1,912	37,665
Disposals	-	-	-
<b>As at 31 March 2023</b>	<u>665,753</u>	<u>67,467</u>	<u>733,220</u>
<b>Depreciation</b>			
As at 1 April 2022	17,850	31,873	49,723
Charge this period	21,538	17,382	38,920
Disposals	-	-	-
<b>As at 31 March 2023</b>	<u>39,388</u>	<u>49,255</u>	<u>88,643</u>
<b>Net Book Value</b>			
<b>As at 31 March 2023</b>	<u><u>626,365</u></u>	<u><u>18,212</u></u>	<u><u>644,577</u></u>
As at 31 March 2022	<u>612,150</u>	<u>33,682</u>	<u>645,832</u>

# 13 Intangible assets

	Website and CRM £	Total £
<b>Cost</b>		
As at 1 April 2022	39,840	39,840
<b>As at 31 March 2023</b>	<u>39,840</u>	<u>39,840</u>
<b>Depreciation</b>		
As at 1 April 2022	4,980	4,980
Charge this period	9,960	9,960
<b>As at 31 March 2023</b>	<u>14,940</u>	<u>14,940</u>
<b>Net Book Value</b>		
<b>As at 31 March 2023</b>	<u><u>24,900</u></u>	<u><u>24,900</u></u>
As at 31 March 2022	<u>34,860</u>	<u>34,860</u>



**The Snowdrop Project**  
**Notes to the accounts (continued)**  
**For the year to 31 March 2023**

**14 Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade debtors	11,260	7,112
Prepayments	8,023	21,095
	<u><b>19,283</b></u>	<u><b>28,217</b></u>

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	4,161	7,535
Taxation and social security	8,031	7,680
Accruals	5,741	5,765
Deferred income	<b>16</b> 2,500	11,865
Bank loan	<b>18</b> 14,809	14,371
	<u><b>35,242</b></u>	<u><b>47,216</b></u>

**16 Deferred income**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Deferred income brought forward	11,865	5,134
Income released	(11,865)	(5,134)
Income deferred	2,500	11,865
	<u><b>2,500</b></u>	<u><b>11,865</b></u>

Deferred income relates to fundraising income deposits taken in advance of the fundraising activities.

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

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Bank loan	<b>18</b> 332,835	347,644
	<u><b>332,835</b></u>	<u><b>347,644</b></u>

**18 Financial instruments**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Loans due in one year or less	14,809	14,371
Loans due in more than one year but not more than two years	15,319	14,809
Loans due in more than two years but not more than five years	50,060	48,107
Loans due in more than five years	267,456	284,728
	<u><b>347,644</b></u>	<u><b>362,015</b></u>

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

**19 Analysis of movements in restricted funds**

	<b>Brought forward</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>Carried forward</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Big Lottery Reaching Communities	29,831	127,471	(133,477)	-	23,825
Move on Project	201	8,342	(8,543)	-	-
Core Costs - Henry Smith Charity	-	30,000	(30,000)	-	-
Covid 19 Emergency support grants	-	6,320	(6,320)	-	-
Community Activities	16,511	30,968	(47,479)	-	-
Casework	-	61,000	(61,000)	-	-
Equipment for clients	-	3,136	(3,136)	-	-
Building Renovations	19,022	-	-	(14,000)	5,022
Sarah Nulty Power of Music Foundation	-	500	(372)	-	128
	<b>65,565</b>	<b>267,737</b>	<b>(290,327)</b>	<b>(14,000)</b>	<b>28,975</b>

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

**Big Lottery Reaching Communities**

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

**Move on Project**

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

**Core Costs - Henry Smith Charity**

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

**Covid 19 Emergency support grants**

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

**Community Activities**

Monies given to support Community Activities.

**Casework**

Monies given to support Casework.

**Equipment for clients**

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

**Building Renovations**

Grants to fund renovations at our Castle Green Offices. The £14,000 transfer relates to capitalised works.

*Analysis of movements in restricted funds - previous year*

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

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2023

#### 20 Analysis of movements in unrestricted funds

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
<b>Designated funds</b>					
Property fund	250,135	-	(21,538)	50,124	278,721
Property renovations	36,413	-	(17,564)	(18,849)	-
<b>Total designated funds</b>	<b>286,548</b>	<b>-</b>	<b>(39,102)</b>	<b>31,275</b>	<b>278,721</b>
<b>General funds</b>	<b>312,944</b>	<b>480,566</b>	<b>(529,317)</b>	<b>(17,275)</b>	<b>246,918</b>
<b>Total unrestricted funds</b>	<b>599,492</b>	<b>480,566</b>	<b>(568,419)</b>	<b>14,000</b>	<b>525,639</b>

#### Property fund

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

#### Property renovations

The trustees set aside £100,000 in 2021 towards property renovation work. Expensed repairs of £17,564 were undertaken during the year and £18,849 improvements capitalised (represented by a transfer).

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

	Brought forward £	Income £	Expenditure £	Transfer £	Carried forward £
<i>Property fund</i>	<i>248,815</i>	<i>-</i>	<i>(12,600)</i>	<i>13,920</i>	<i>250,135</i>
<i>Property renovations</i>	<i>80,392</i>	<i>-</i>	<i>(39,679)</i>	<i>(4,300)</i>	<i>36,413</i>
<b>Total designated funds</b>	<b>329,207</b>	<b>-</b>	<b>(52,279)</b>	<b>9,620</b>	<b>286,548</b>
<b>General funds</b>	<b>277,550</b>	<b>353,549</b>	<b>(318,263)</b>	<b>108</b>	<b>312,944</b>
	<b>606,757</b>	<b>353,549</b>	<b>(370,542)</b>	<b>9,728</b>	<b>599,492</b>

#### 21 Transfers

	Note	Transfers to/(from) the general fund £
Restricted funds:		
Building renovations - funding capitalised building improvements		14,000
Transfer per the SOFA	19	14,000
Designated funds:		
Property fund - net repayment of loan		(14,371)
Property fund - capitalised building improvements		(35,753)
Property renovation funds - funding capitalised building improvements		18,849
	20	(31,275)
		<u>(17,275)</u>
Transfer to/(from) the general fund consists of:		
Loan repayments financed by free reserves		(14,371)
Capitalised building improvements - funded by free reserves		(2,904)
		<u>(17,275)</u>

## The Snowdrop Project

### Notes to the accounts (continued)

For the year to 31 March 2023

#### 22 Analysis of net assets by fund

	General funds £	Designated funds £	Restricted funds £	Total 2023 £
Tangible assets	18,212	626,365	-	644,577
Intangible assets	24,900	-	-	24,900
Current assets	224,239	-	28,975	253,214
Current liabilities	(20,433)	(14,809)	-	(35,242)
Non-current liabilities	-	(332,835)	-	(332,835)
	<b>246,918</b>	<b>278,721</b>	<b>28,975</b>	<b>554,614</b>
<i>Prior year comparison</i>	<i>General funds £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2022 £</i>
<i>Tangible assets</i>	<i>33,682</i>	<i>612,150</i>	<i>-</i>	<i>645,832</i>
<i>Intangible assets</i>	<i>34,860</i>	<i>-</i>	<i>-</i>	<i>34,860</i>
<i>Current assets</i>	<i>277,247</i>	<i>36,413</i>	<i>65,565</i>	<i>379,225</i>
<i>Current liabilities</i>	<i>(32,845)</i>	<i>(14,371)</i>	<i>-</i>	<i>(47,216)</i>
<i>Non-current liabilities</i>	<i>-</i>	<i>(347,644)</i>	<i>-</i>	<i>(347,644)</i>
	<b>312,944</b>	<b>286,548</b>	<b>65,565</b>	<b>665,057</b>

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

The charity trustees were not paid or received any other benefits from employment in the year (2022: £nil). No trustees were reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity.

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £49,787 (2022: £48,009).

#### 24 Related Party Transactions

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

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

	2023 £	2022 £
Net income/(expenditure) for the year (as per the SOFA)	(110,443)	(45,295)
Adjustments for:		
(Increase)/decrease in debtors	8,934	42,694
Increase/(decrease) in creditors (excluding bank loan)	(12,412)	4,010
Investment income	(1,048)	(375)
Mortgage interest paid	11,377	11,829
Depreciation	38,920	28,778
Loss on disposal of fixed assets	-	289
Amortisation	9,960	4,980
Net cash provided by/(used in) operating activities	<b>(54,712)</b>	<b>46,910</b>

## The Snowdrop Project

### Notes to the accounts (continued) For the year to 31 March 2023

#### 26 Net debt reconciliation

	At start of year £	Cash flows £	Other non-cash changes £	At year end £
Cash at bank and in hand	351,008	(117,077)	-	233,931
Bank loan falling due within 1 year	(14,371)	14,371	(14,809)	(14,809)
Secured bank loan falling due in 1-5 years	(62,916)	-	(2,463)	(65,379)
Secured bank loan falling due after 5 years	(284,728)	-	17,272	(267,456)
	<b>(11,007)</b>	<b>(102,706)</b>	<b>-</b>	<b>(113,713)</b>

#### Prior year comparative

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