Charity number: 1112691 Company number: 05639458 (England and Wales)

The Source Young People's Charity

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 March 2021

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The Source Young People's Charity Report of the Trustees For the year ended 31 March 2021

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 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 the Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The trustees have considered the Charity Commissions guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity Charity registration number Company registration number	The Source Young People's Charity 1112691 05639458	
Principal office and registered office	2nd Floor Imperial House 2 Grosvenor Road (entrance on Barrack Road) Aldershot Hampshire GU11 1DP	
The Trustees	Dr Jos Johnston BEM Chair Mr John Cook Mrs Susan Wiggam Mr Tim Heys Dr Barry Bird Mr Roger Holder (from 7th April 2021)	
Director & Company Secretary	Dr Eleanor Jones (resigned wef 10th April 2021)	
Chaplain Founder	Mr Jonathan Wiggam Mrs Jo Emett	
Independent Examiner	M T D Accountancy Ltd 21 Silver Street Ottery St Mary Devon EX11 1DB	

Structure

The Source Young People's Charity is a registered Charity and a Charitable Company (limited by guarantee).

The Governing Document of The Source Young People's Charity is the Memorandum and Articles of Association dated 29th November 2005 which was amended in January 2011.

Governance

The Source Young People's Charity is an independent charity and is not affiliated to any other organisation.

The members of The Source Young People's Charity are the Trustees and the legal minimum number of Trustees is three.

The Board of Trustees may by ordinary resolution appoint a person who is willing to act to be a Trustee. New Trustees are recruited through local publicity (e.g. through the website, volunteering sites and newsletters). Applicants undergo a comprehensive recruitment procedure which focuses on the skills, knowledge and experience of the applicant and the needs of the Charity. The induction of new Trustees may include shadowing with staff and volunteers, site visits, mentoring from a Trustee and formal in-house training as part of their ongoing development.

Board meetings are held at least quarterly (although usually more frequently). At Board meetings governance, strategic plans, operational plans, policies, risk assessments, budgets etc are reviewed and decisions made.

Management

Throughout the year 2020/21, the Senior Manager was Dr Eleanor Jones, Director (who was also Company Secretary). However, she resigned with effect from 10th April 2021. The Director is responsible for implementing the decisions made at Board meetings, reporting back to the board on all Management issues and ensuring The Source's work is fully resourced and carried out to the highest standards. The Director receives regular supervision from the Chair at least every 6 weeks (although usually more frequently).

Chaplain's Role

Here at the Source Young Peoples Charity we place importance on the physical, emotional and spiritual well-being of the staff. This is supported by providing the core team and other staff team members and volunteers, with a Chaplain to the charity.

As well as general pastoral oversight the Chaplain is there to answer questions and provide spiritual guidance, providing both time and space for the staff individually and collectively as and when required.

The Chaplain gathers with the core team at least once a week for Christian prayers and as a means to encourage the team in their vital ministry to young people.

The Chaplain is also in attendance when the Trustees meet.

Objectives

In our Memorandum and Articles of Association our objectives are:

'The provision of facilities for recreational and other leisure-time occupation, including but not by way of limitation the provision of education and training in life skills in the interests of social welfare for persons who have need by reason of their youth, poverty or social and economic circumstances and with the object of improving their condition of life in Aldershot, Hampshire and in such other parts of the United Kingdom as the Trustees from time to time think fit.'

Our Mission

The Source Young People's Charity is an inclusive local Christian Charity for young people aged 14-25 living in Aldershot and the neighbouring towns. Those who are struggling or finding things difficult can transform their lives through Personalised Programmes of 1-1 and Group Support that build self-esteem, emotional intelligence, and resilience. We celebrate diversity and our doors are open to everyone regardless of belief or background, as demonstrated by the wide range of local agencies who recommend our services to young people and families.

Our Vision

That Young People will transform their lives, and through their transformation, their families and communities will be transformed.

Our Values

- Expressing God's Love reflecting God's deep passion for the world
- Rooted in Prayer encouraging positive expectancy in God's faithfulness
- Igniting Hope releasing sparkling hope, joy and expectation for life
- Renewal restoring and creating new life in all
- Acceptance & Inclusion celebrating all as made in God's image and respecting them whatever their background or belief
- Empowering not doing, but supporting each person to realise their potential themselves

Our Focus

We focus on supporting those who are struggling or finding things difficult. A typical young person's journey to transforming their life will include weekly 1-1 sessions with a Counsellor or a Mentor with additional support tailored to their needs such as workshops, group support, counselling and/or other therapies.

Outcomes we see young people achieve through their personalised programmes include:

- Gaining an understanding of their importance and value
- Developing hope for their future
- Building their aspirations
- Improving their decision making skills
- Setting life goals and working towards them
- Learning tools to communicate more effectively with their friends and family
- Healthier lifestyles including taking up hobbies, good sleeping, exercise and eating routines
- Less stress and anxiety

Review of 2020/21 and its achievements

In February of 2020 we implemented our new model of operation with flexible integrated movement for clients between regular mentoring, therapeutic mentoring and counselling. Following the formation of a new team, expectations were high, but then in March we went into the Covid-19 lockdowns which continued throughout 2020/21. This meant some rapid adaptions to enable us to continue to provide a service to young people despite the restrictions. Mentoring in public spaces became impossible, but we researched and installed new secure computer software to enable the counsellors to work on-line.

We had to give up some financial grants because we could not carry out the work for which we were being sponsored, but for the most part our supporters stayed with us and we are most grateful to them. We are grateful too to the organisations which provided specific Covid-related funding to help small charities survive the pandemic. The result was that, as shown in the accounts, we managed to break even over the year.

Our social enterprise, BikeStart, also provided additional support for the charity as more people took up cycling and wanted good refurbished bicycles. This increased contribution has continued and many are now bringing their bikes for servicing and maintenance.

One feature of the pandemic and the lockdowns is the increase in mental health problems amongst young people, so that our services are more needed than ever. Over the year we have taken the opportunity to develop partnerships with various organisations. We have had discussions with the local networks of social prescribers who are looking for support for young people. In particular we have begun to work with the Army Welfare Community Support Team to help new recruits and also families which may suffer from prolonged periods of separation. One of our counselling and mentoring co-ordinators is an ex-international basketball player and has started a project to use basketball as an entrance to therapeutic support.

Other partnerships are developing. CAMHS is interested in our development of therapeutic mentoring within an integrated service offering. Rushmoor Council would like us to do some work on identifying the current needs of young people. We are also keen to build our links with the local churches and their young people, and we are holding group sessions in some of the schools.

After 5 years leading the charity, Dr Ellie Jones stepped down as Director from April 2021. Because of the new model, new opportunities and other changes, we will need to consider afresh the structure and roles of our leadership before we appoint a successor. In the meanwhile we were very pleased to accept an offer from Alan Hilliar to act as Interim Service Delivery Manager until we complete the recruitment. We may also need to recruit other staff to enable us to take up the new possibilities.

In 2020-21 (despite the restrictions) we:-

- 1. Wrote a new programme of support for young people and their families.
- 2. Set up a new project with the military working with young soldiers.
- 3. Expanded and developed BikeStart, our social bike project.
- 4. Supported and empowered more than 36 young people and their families.
- 5. Conducted 308 counselling/therapy sessions that had been adapted to work around lockdown, with both online and telephone sessions and some in person work.
- 6. Sessions were conducted by two coordinators. We also recruited a counsellor and counselling psychologist to conduct sessions.

The Future

In view of the interest from a variety of organisations, we feel that our model is the correct one for this time and we will seek to develop the new partnerships. Having laid foundations, made adjustments and moved into 2021, we find the Charity in a healthy and effective position for reaching out to the young people and families in Aldershot and the surrounding areas. We will look to expand the number of Counselling and Mentoring Co-ordinators so that we can reach out to more young people.

We recognise that the 14-25 year olds that we support, consume information primarily from the internet and social media, so we have appointed a trustee with qualifications and experience of digital marketing, brand management and digital communications. He will be putting in place a plan for a vibrant modern web presence, refresh The Source's brand and create awareness with our core audiences (clients, volunteers, partners and donors). BikeStart will also consider moving from two to three days a week.

A HUGE THANK YOU TO ALL OUR INCREDIBLE SUPPORTERS

Your generosity means so much to us and the Young People we support and empower

Thank you to everyone who has supported our work by making a donation. We very much appreciate your transformational support.

Thank You to everyone who supported BikeStart through donating an old bike, purchasing a bike, booking bike maintenance training or by getting your bike repaired or serviced.

Thank you to the local churches, businesses and societies who have donated funds and in kind support in 2020/2021, and to organisations which have helped us through the pandemic. These include The Albert Hunt Trust, AllChurches Trust Ltd, Aviva Community Fund, The Broadhurst Trust, the Government's Coronavirus Support Fund, Department for Digital, Culture, Media and Sport, The Emma Campbell Trust, Gibraltar Barracks – Minley, Grainger plc, The Henry Smith Charity, Holy Trinity Church - Aldershot, Lloyds Bank Foundation, Menzies LLP, Morrisons plc, NatWest Bank - Aldershot Branch, National Emergency Trust Fund, Park Evangelical Church - Aldershot, The Rotary Club of Aldershot, Rushmoor Borough Council, Rushmoor Community Lottery and St Peter's Church – Farnborough, Souter Charitable Trust, Tesco, Well of Life.

QUOTES FROM YOUNG PEOPLE ON THEIR SESSIONS:

(Personal details have been changed to ensure confidentiality)

"This has been really helpful, I actually feel proud of myself and realizing that I am okay, that I am good enough".

"You are my outlet. I feel that my mental state has been so much better and have been able to manage things better. I went through a lot, and I never was able to really let it out and process it. But talking to you has made such a difference, I feel like I am new person, and I actually like who I am".

"Doing therapy with you helped to be able to talk about how I feel and have been able to share it with my family. I actually feel relieved now, which I haven't felt in a very long time. For the first time I actually feel like my family is my family".

"Felt able to open up – felt comfortable in the sessions. Service was flexible and there was options. Other services just offer basic options and aren't as flexible as you"

Some of the Journeys of Young People who completed their Personalised Programmes in 2020/2021

(The young people's names and identities have been changed to ensure confidentiality)

(Stephen aged 24)

Stephen was in supported living and suffered from anxiety and depression. He had a history of self-harm and had attempted suicide in the past. Through his personalised programme of support Stephen was able to identify support networks and start to manage and take charge of his needs. Stephen learnt some relaxation techniques for his anxiety and was able to use these when he was feeling low in mood and highly anxious.

(Sita aged 16)

Sita was unsure of what to expect when she visited The Source. She was initially unsure of her sessions despite talks with her. However, as these progressed Sita was able to identify emotions that she was previously not aware of. She began to identify anger and some of the isolation that she felt. She was able to work on her self-esteem and when she finished counselling sessions and was starting a new course, the sessions helped prepare for this.

(Ems aged age 15)

Ems came to The Source presenting with low self-esteem and was finding it difficult to accept herself. She was having problems and absences from school and was finding mixing with peers difficult. Through her therapy sessions Ems was able to experience having a trusting adult in her therapeutic relationship. This led to Ems finding it easier to relate to authority figures and not see all adults as the same.

(Hari aged 23)

Hari came to The Source with a history of depression anxiety and self-harm. He had also spent time in hospital. Through his therapy sessions Hari was able to explore his feelings of self-worth and look at his strengths and be able to be objective about his talents rather than always focusing on the negatives. Hari began some exposure therapy to help combat his anxiety. He did some of the things he was afraid of doing by working out a graded plan to challenge some of his anxiety and held beliefs. Through these exercises Hari was able to see that he was able to do many things he thought not possible and lessen his anxiety.

(Mandy aged 18)

Mandy came to The Source with anxiety and low self-esteem. She was quite isolated and didn't have many friends that she was in contact with. Through her sessions she was able to explore some of her feelings around social contact. She worked on strategies for anxiety through exposure therapy to help alleviate some of the more acute anxiety she was feeling. She was able to explore her relationships and connection and become more aware of the relationships in her life and better able to manage her emotions and feelings.

(Adi aged 15)

Adi came to The Source as he was feeling anxious and was having difficulties with schoolwork and stress. There was also a lot of changes in the family home, and he was finding it difficult to relate to siblings and manage parent relationships. Adi worked through some relaxation exercises and talked about some of his difficulties in school. After having a block of sessions Adi commented how he was feeling less anxious and able to deal with the pressure of exams better.

Financial Review

At the end of the year, the financial results include donations, grants and charitable activities income amounting to £127,163 (2020: £140,463), of which £26,144 (2020: £50,881) was restricted income. Activities for generating income, which consists of income from Bike Start, counselling services and other income amounted to £41,085 (2020: £28,441). This resulted in total income for the year amounting to £168,248 (2020: £168,904).

The total resources expended were kept under tight control and amounted to £153,127 (2020: £178,848). The overall surplus of income over expenditure amounted to £15,121 (2020: £5,944 excess of expenditure over income).

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 4th January 2022 and signed on behalf of the board of trustees by:

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Dr J Johnston Chair and Trustee

The Source Young People's Charity Independent Examiners Report to the Trustees For the year ended 31 March 2021

We report to the trustees on our examination of the accounts of the charitable company for the year ended 31st March 2021.

Responsibilities and basis of report

As the charity Trustees, who are also directors for the purposes of company law, are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied ourselves 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, We report in respect of our examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out our examination we have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiners statement

We have completed our examination. We confirm that no matters have come to our attention in connection with the examination giving us cause to believe that in any material respect:

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 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).

We 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.

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19.01.2022

M T D Accountancy Ltd 21 Silver Street Ottery St Mary Devon EX11 1DB

The Source Young People's Charity Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31 March 2021

	Notes	Unrestricted funds	Restricted funds	2021	2020
		£	£	£	£
Income and endowments from	:				
Donations and legacies	2	101,019	26,144	127,163	140,463
Charitable activities	3	41,034	-	41,034	28,222
Other trading activities	4	51	-	51	219
Total		142,104	26,144	168,248	168,904
Expenditure on:					
Raising funds	5	(276)	-	(276)	(423)
Charitable activities	6/7	(94,630)	(58,221)	(152,851)	(174,425)
Total		(94,906)	(58,221)	(153,127)	(174,848)
Transfers between funds		(32,077)	32,077	-	-
Net movement in funds		15,121	-	15,121	(5,944)
Reconciliation of funds					
Total funds brought forward		37,900	-	37,900	43,844
Total funds carried forward		53,021	-	53,021	37,900

The Source Young People's Charity Statement of Financial Position As at 31 March 2021

	Notes	2021	2020
		£	£
Fixed assets			
Tangible assets	12	1,171	434
		1,171	434
Current assets			
Stocks	13	210	210
Debtors	14	21,010	1,000
Cash at bank and in hand		58,681	72,169
		79,901	73,379
Creditors: amounts falling due within one year	15	(28,051)	(35,913)
Net current assets		51,850	37,466
Total assets less current liabilities		53,021	37,900
Net assets		53,021	37,900
The funds of the charity			
Restricted income funds	16	-	-
Unrestricted income funds		53,021	37,900
Total funds		53,021	37,900

For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476,

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and signed on its behalf by:

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Dr Jos Johnston Chair and Trustee

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

The Source Young People's Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

2. Income from donations and legacies

	Unrestricted funds	Restricted funds	2021	2020
		£	£	£
Donations received	20,753	180	20,933	34,947
Grants received	80,266	25,964	106,230	105,516
	101,019	26,144	127,163	140,463

3. Income from charitable activities

	2021 £	2020 £
Unrestricted funds	~	~
Education and training in life skills		
Income from charitable activities	-	508
Bike Start		
Income from charitable activities	41,034	27,560
Income from other services		
Income from charitable activities	-	154
	41,034	28,222

4. Income earned from other activities

	2021	2020
	£	£
Unrestricted funds		
Fund raising events	51	219
	51	219

5. Expenditure on generating donations and legacies

Unrestricted funds	Restricted funds	2021	2020
£	£	£	£
276	-	276	423
276	-	276	423
	funds £ 276	funds funds £ £ 276 -	funds funds £ £ £ 276 - 276

6. Costs of charitable activities by fund type

	Unrestricted funds	Restricted funds	2021	2020
	£	£	£	£
Education and training in life skills	92,163	57,981	150,144	174,425
Support costs	2,467	240	2,707	-
	94,630	58,221	152,851	174,425

7. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	2021	2020
	£	£	£	£
Support costs				
Education and training in life skills	150,144	2,707	152,851	174,425

8. Analysis of support costs

	2021	2020
	£	£
Education and training in life skills		
Finance	421	-
Governance costs	2,286	-
	2,707	-

9. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of owned fixed assets	247	-
Accountancy fees	2,006	-
Staff pension contributions	1,106	-

10. Staff costs and emoluments

Total staff costs for the year ended 31 March 2021 were:

	2021 £	2020 £
Salaries and wages	85,878	107,286
Social security costs	3,343	-
Pension costs	1,106	-
	90,327	107,286
	2021	2020
Staff in direct charitable activity	4	4
	4	4

11. Comparative for the Statement of Financial Activities 2020				
	Unrestricted funds	Restricted funds	TOTAL	
	£	£	£	
Income and endowments from:				
Donations and legacies	89,582	50,881	140,463	
Charitable activities	28,222	-	28,222	
Other trading activities	219		219	
Total	<u>118,023</u>	<u>50,881</u>	<u>168,904</u>	
Expenditure on:				
Raising funds	(423)	-	(423)	
Charitable activities	<u>(123,544)</u>	<u>(50,881)</u>	<u>(174,425)</u>	
Total	<u>(123,967)</u>	<u>(50,881)</u>	<u>(174,848)</u>	
Net income/expenditure	(5,944)	-	(5,944)	
Total funds brought forward	<u>43,844</u>		<u>43,844</u>	
Total funds carried forward	<u>37,900</u>		<u>37,900</u>	

12. Tangible fixed assets

Cost or valuation	Plant and Machinery
	£
At 01 April 2020	26,892
Additions	984
At 31 March 2021	27,876
Depreciation	
At 01 April 2020	26,458
Charge for year	247
At 31 March 2021	26,705
Net book values	
At 31 March 2021	1,171
At 31 March 2020	434

13. Stocks and work in progress

	2021	2020
	£	£
Stock	210	210
	210	210

14. Debtors

	2021	2020
	£	£
Amounts due within one year:		
Other debtors	21,010	1,000
	21,010	1,000

15. Creditors: amounts falling due within one year

2021	2020
£	£
3,562	-
24,489	35,913
28,051	35,913
	£ 3,562 24,489

16. Movement in funds

	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2021
	£	£	£	£
Restricted Funds	<u>26,144</u>	<u>58,221</u>	<u>32,077</u>	<u> </u>
	<u>26,144</u>	<u>58,221</u>	<u>32,077</u>	

Restricted Funds - Previous year

	Incoming resources	Outgoing resources	Transfers	Balance at 31/03/2020
	£	£	£	£
Restricted funds	50,881	(50,881)	-	-
	50,881	(50,881)	-	-

Purpose of restricted funds

The provision of facilities for recreational and other leisure-time occupation, including the provision of education and training in life skills in the interests of social welfare, for persons who have need by reason of their youth, poverty or social and economic circumstances and with the object of improving their condition of life in Aldershot, Hampshire and in such parts of the United Kingdom as the Trustees from time to time think fit.

17. Analysis of net assets between funds	Tangible fixed assets	Net current assets/ (liabilities)	Net Assets
	£	£	£
Unrestricted funds			
General	1,171	51,850	53,021
Restricted funds			
Restricted funds	<u>-</u> <u>1,171</u>	<u>-</u> 51,850	53,021

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The Source Young People's Charity Detailed Statement of Financial Activities For the year ended 31 March 2021

	2021	2020
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	20,933	34,947
Grants receivable	106,230	105,516
	127,163	140,463
Charitable activities		
Income from charitable activities (Education and training in life skills)	-	508
Income from charitable activities (Bike Start)	41,034	27,560
Income from charitable activities	-	154
	41,034	28,222
Other trading activities	,	- ,
Fund raising events	51	219
	5 4	040
	51	219
Total incoming resources	168,248	168,904
EXPENDITURE		
Raising donations and legacies		
Donations	(276)	(423)
	(276)	(423)
Charitable activities	(210)	(420)
Cost of direct charitable activity (Education and training in life skills)	(150,144)	(174,425)
	(150,144)	(174,425)
SUPPORT COSTS	(,,	(,,
Finance		
Finance (Education and training in life skills)	(421)	-
	(404)	
Governance costs	(421)	-
Governance costs (Education and training in life	(2,286)	
skills)	(2,200)	-
	(2,286)	-
Total resources expended	(153,127)	(174,848)
Net Expenditure	(15,121)	(5,944)