



cyrenians

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

MARCH 2020

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Trustees' Report

The Trustees are pleased to present their annual report and audited financial statements for the year ended 31 March 2020.

COVID-19 became a huge challenge right at the end of the financial year. Our operations were impacted by lockdown towards the end of March 2020, with no significant impact to our 2019/20 results.

However, some income sources and the way in which we were able to deliver our services have been affected beyond the balance sheet date. As a result of our quick response to the needs of our client base, and others requiring support during the crisis, we adapted our service delivery to successfully meet changing needs in changing circumstances.

This, combined with successful fundraising and grant applications throughout COVID-19, has ensured that we have been able to continue delivering our strategy with confidence and that we are able to do so with a resilient financial position and sustainable operating model going forward.



Objectives and Activities

Cyrenians is a Scottish Charitable Incorporated Organisation (SCIO), registered charity number SC011052.

Our charitable purposes, as set out in our Constitution, are:

- To **alleviate conflict and promote understanding** between people in their families and in the community
- To **support and help and to accommodate** where appropriate, people who are homeless or at risk of homelessness
- To assist people without work **into useful and rewarding employment**
- To **promote healthy eating** and to **educate and support people** in the values of good food, nutrition and health
- To **promote environmental sustainability** and to **minimise waste**
- To **relieve poverty, exclusion and need**, and to provide any other service that the trustees deem necessary in support of Cyrenians' mission

Mission, Vision and Strategic Direction

At Cyrenians we tackle the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based.

We meet people where they are, and support them towards where they want to be.

Our vision is to have an inclusive society in which we all have the opportunities to live valued and fulfilling lives.

Our mission is to support people excluded from family, home, work or community on their life journey.

Our way of working is built around our 4 values:

- **Compassion.** We believe that everyone should have the chance to change, no matter how long that might take
- **Respect.** We believe in tolerance, acceptance, valuing diversity and treating each other as equals
- **Integrity.** We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism
- **Innovation.** We are willing to take risks, challenge convention and be creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions

Our person-centred work is always evolving; reflecting and supporting the changes we see within the community on both a local and national scale. This year we launched our new 5-year plan, shaping the direction of our organisation, introducing 5 new strategic aims which we believe will ensure we build on our resilience and continue supporting those who need us:

- Reduce the number of people who experience homelessness or its root causes.
- Seek system-change through the introduction of values-led trusted relationships-based services across all sectors
- Build community and communities in all we do
- Keep the voice of lived experience at the heart of our decision making and our contributions to public debates
- Grow our resilience by investing in nurturing our people and increasing the diversity of our supporters and income

Our present corporate plan is reviewed annually and builds on the framework of these 5 aims. To further ensure our direction in the coming years remains aligned with our aims and remains true to our values-led, relationships-based way of working, we have introduced the following 8 anchor questions to ensure the integrity of any new decision making:

- Will it reduce homelessness due to poverty, social isolation or mental ill health challenges?
- Will we be better able to support more people facing the causes or consequences of

homelessness?

- Will more people understand our values and our commitment to trusted relationships by their experience of our work?
- Will we be able to continue to invest in our staff and volunteers so they can best work to our values and our way of working?
- Does it build community and/or communities?
- Does it play to our strengths and skills, growing out of what we already do?
- Will it improve the diversity and strength of our funding base?
- What is the risk this work would breach our reserves policy

Our main charitable activities undertaken in relation to both our charitable purposes and our strategic aims are detailed below. Note that Cyrenians also publishes a separate annual impact report which gives details of outcomes achieved for our clients. This is available at www.cyrenians.scot/about or from our head office.





During the past year,
Cyrenians supported

10,754

during their time of need



995

wonderful volunteers
gifted a total of

76,642

hours of their time, knowledge,
support and experience to us

.....
: Cyrenians now includes 50 projects delivered :
: by almost 150 staff in Edinburgh, the Lothians, :
: Borders, Falkirk and Stirling, along with our :
: national projects: the Scottish Centre for Conflict :
: Resolution, The Scottish Frontline Network, All in :
: for Change and Keeping Families Together. :
:
.....

**Whether by interacting, working,
volunteering, supporting or offering time,
expertise and financial support, we are
profoundly grateful to all the people who
have journeyed with us this year.**

Our projects

Over the past year we have introduced a number of new projects to better meet the needs of those we support. We have come to understand that many of the services we offer cross over several of the themes we previously identified as essential for tackling the causes and consequences of homelessness, with our projects often working in collaboration to support those whom had trusted us to journey with them.

Our 50 projects fall under 10 service areas as outlined below, with the understanding that individuals may move between these services through internal referrals, or leave us and return at a later date to a different project – with no one journey being the same:

- Conflict Resolution Services
- Community Gardens
- Falkirk Services
- HMP Addiewell Visitor Centre
- Learning and Work
- Older Persons Services
- Outreach
- Residential Communities
- Veterans
- Social Enterprise

Conflict Resolution Services

Strong, respectful relationships are at the heart of a supportive family life. They are as important for our mental health and physical wellbeing, as they are for our continued growth and connection to the wider community. Relationship breakdown is the leading cause of youth homelessness, which is why our mediation services, including our Scottish Centre for Conflict Resolution (SCCR) offer digital educational resources, family outreach, in-school workshops and professional mediators to support families who are struggling to maintain these essential relationships.

We provide the skills and resources required to support people to better understand conflict, and improve their relationships. By giving young people these skills, and offering support to

families who feel trapped in difficult situations, we are able to help maintain family relationships and break the cycle of youth homelessness.

Last year:

- 99% of young people supported by our mediation and support team stayed or returned home, or moved out in a planned way
- 129 families were supported by our outreach workers and professional mediators

Through our mediation and support work we also offer training and support to young people and professionals; understanding that conflict can be common place throughout a young person's experience. By developing our successful workshops to respond to the experience of young people at school we are able to empower young people to better communicate their needs, understand their emotional responses and improve their relationships within the educational setting and at home.

Our Scottish Centre for Conflict Resolution provides psychoeducational resources and games that help share this learning on a national level, ensuring access to all by providing these resources for free online and through popular in-person training programmes for parents, carers and professionals. This year our SCCR celebrated their 10th annual conference bringing together young people and professionals to highlight the benefit of understanding conflict.

Last year:

- 218 young people participated in our workshops to better understand conflict and how to communicate effectively to maintain positive relationships
- 96% of parents and carers who attended our SCCR 1-day training said they had an increased understanding of how to manage conflict at home
- 17,115 users accessed our digital resources at www.scottishconflictresolution.org.uk including users across the globe in Peru, Australia, Tasmania and India

Community Gardens

Our community gardens create beautiful therapeutic green spaces that welcome thousands of visitors every year, from patients and NHS staff, to visiting family and members of the local community. By providing a range of activities we help contribute to patient wellbeing and recovery, whilst breaking down barriers and improving social interaction.

Our Gardens are increasingly recognised by the NHS as contributors towards patient recovery, good health and wellbeing through the connection to green spaces, social activities and our

in-ward activities.

Our innovative gardening techniques have also benefited the wider community by helping to create a biodiverse space including bee hives, a wildlife corridor, wild flowers and ensuring the continued care for Edinburgh's oldest orchard.

Last year:

- 310 patients attended our activities
- 80 student placements facilitated including nursing students
- 9,884 volunteer hours generously given by members of the local community, providing patient support, gardening expertise and helping to create fundraising events throughout the year

Falkirk Services

Last year our Falkirk Services officially moved to our new premises at Arnotdale House in the heart of Dollar Park, working collaboratively with our social enterprise team to create a new hub of Cyrenians Falkirk-based activity in this well-loved landmark.

Our Falkirk projects provide safe spaces for those who may currently feel isolated from their community to gain confidence and plan for a more positive future. Whether that be individuals trying to gain employment whilst navigating the stigma attached to their experience of the justice system; providing wrap-around support for individuals carrying out unpaid work through our gardening activity; or offering workshops that help manage stress, anxiety and support a healthy lifestyle – our Falkirk services offer people a judgement free support network to move towards a more settled life.

With a dual-approach to providing opportunities to both the Falkirk community through the development of the Walled Garden and Scotland's second floral clock, to working with local employers to create confidence around employing individuals with experience of the justice system, our Falkirk projects are a true display of collaborative working that benefits the individual and wider community.

Last year:

- We welcomed 158 participants, from local employers to individuals, in our Street-A-Week Campaign partnering with Police Scotland and other agencies to improve community safety
- Our outreach key work services supported 75 people to overcome some of their

personal barriers to employment and progression

- We engaged with 36 local employers to promote the benefits of employing someone with a criminal record
- 7,357 unpaid work hours carried out in our walled garden creating a beautiful space visited by over 4,200 people in the last year
- Our employability and training programmes supported 157 people. Outcomes include 5 moving in to work 19 people achieving SQV qualifications and 10 moving into further education

HMP Addiewell Visitor Centre

Many families affected by imprisonment feel stigmatised by their circumstances. We understand the difficulties of managing a relationship with a loved one in prison, and know that doing so is vital for supporting a successful return to the community, and a strong family unit.

Visitors can feel overwhelmed, often confused, angry, isolated, ashamed and upset whilst also trying to navigate a complex new system. This can often mean that our welcoming Addiewell volunteer and staff team are the only people they feel comfortable being honest with for fear of being ostracised by friends and family. For many, imprisonment can cause a reduction in household income resulting in money worries and/or additional childcare needs. All of this can have a detrimental effect on wellbeing, educational attainment, life chances and more.

Over 4,900 visitors asked for help with forms and access to information last year. For many, this was their first experience of the prison system and our friendly team helped ease that transition by creating safe spaces for them and their children.

Learning and Work

Our Learning and Work teams support people to realise their own potential; from participants on our industry-recognised Market Led training courses, to early school-leavers through our Key to Potential work. We support those who may face multiple barriers to access training, support and employment opportunities.

Through our learning and work projects we are able to support individuals at many points along the 'ready for work' pipeline, including those furthest from employment within our Foundations to Employment team, and those who are closest to employment through our Market Led Training Care courses.

Last year we supported over 200 people including;

- 19 young people experiencing multiple and complex difficulties participated in our Creative Natives courses, expanding their creative skills and portfolios whilst also networking with their peers and building confidence to face new challenges
- 79 individuals supported by our Foundations to Employment team, through training opportunities, CV support, interview coaching and more
- 79% of the young people supported by our Key to Potential team moved onto post-school progression including employment, college and paid training
- 74% of participants on our Market Led training courses secured work in the care sector as a direct result of our courses

Older Persons Services

Since 2013 we have been tackling social isolation and loneliness amongst older people, recognising both its health implications and the impact it may have on an individual's capacity to continue living independently within their own homes.

Our Golden Years project in Edinburgh works to tackle social isolation in older people by blending together an offering of group activities, volunteer befriending relationships, and free to attend GameChanger lunches hosted at the Hibs Stadium on Easter Road.

We match volunteers with likeminded individuals who may simply want a chat and a cup of tea, or who perhaps want some company to help keep them active.

Last year:

- We matched over 70 individuals to our volunteer befrienders
- We Provided over 1390 lunches at our weekly Gamechanger lunches
- Welcomed over 490 attendees at our group and social events

Our West Lothian service, Older People Active Lives (OPAL), for older people found a new home this year on Bathgate high street, becoming a much more accessible place to visit for those we support, allowing us to host on-site training sessions, events and informal catch ups over a nice cup of tea, in the heart of Bathgate.

Alongside offering telephone befriending and social activities, signposting and care respite

our OPAL team help support people who may be struggling with poor health, low confidence or social isolation.

Our activity groups include IT skills and even Ukelele workshops! We don't believe that being older means you can't learn new things and we even provide wellbeing opportunities such as laughter yoga, mindfulness sessions and nature walks for our clients and volunteers.

Last year:

- 481 people were supported by our OPAL team
- 142 people received 1-2-1 support
- 43% of people referred to our service described themselves as having low mood/ depression

Outreach

Working at the sharpest end of homelessness our outreach services provide support to those currently experiencing homelessness, including those sleeping rough or in temporary accommodation, those currently receiving medical care who may require additional support to be discharged, and those eligible to participate in our ground-breaking Housing First initiative.

Our outreach services offer person-centred support, meaning that the individuals we support shape the way we provide that support. By empowering people to make decisions about what they need, and how they are comfortable receiving that support, we are able to create long-term relationships with individuals who may have previously had negative experiences working with support services.

This year our Housing First project celebrated its one-year anniversary and is a real attempt at system change. We are proud to be leading the way in Edinburgh and are delighted that this project is being adopted across Scotland.

Last year:

- 93% of appointments with our community link worker attended– an exceptional achievement compared to similar roles across the sector
- 100% of our Homeless Navigator clients have accessed or sustained accommodation since working with our navigators

- '0' - the number of tenancies lost, abandoned or ended in an unplanned way through our Housing First initiative

At Cyrenians we believe lived experience is an essential part of service delivery, and we are proud to be part of two national projects taking this belief further, bringing to life policy changes in homelessness in Scotland. Our All in For Change work is a unique new approach to tackling homelessness, bringing together lived experience and professionals to create the opportunity for long-term change.

We also continue to deliver the Scottish Frontline Network, supported by St Martins In the Field, providing opportunities for frontline workers to shape the narrative around the reality of frontline work in homelessness, access training and peer support, and shape working practices across Scotland and the UK.

Residential Communities

Our communities are at the heart of what we do; directly supporting individuals experiencing homelessness in and around the Edinburgh area. We are proud of the thriving homes our community members have created.

We support our residents to develop their confidence living independently, providing them the life skills and experience they need to eventually move on and flourish in their own home. From shared meals, to support applying to education and employment opportunities, team building activities and navigating the day-to-day demands of household management, we support each of our community members towards a more sustainable living environment.

Our unique model sees us integrating residential volunteers alongside our residents, offering a peer-support model. For many of our community members, this will be the first time they have engaged with someone who "chooses to be there" rather than a paid member of staff. This dynamic creates a new way of engaging with others, and helps foster trust and respect while breaking down cultural barriers along the way.

Last year:

- 23 young people supported at our city and farm communities
- Celebrated our 2 year anniversary at Crichton Place, with all 4 of our original residents continuing their recovery with us.
- 33,309 hours generously given by 39 residential volunteers
- 32 community members called the Social Bite Village their home

Veterans

Our new Live Life Veterans Project launched this year, bringing together the success of our mediation expertise with 8 partner organisations to provide veterans and their families access to vital resources to maintain family relationships.

Live Life aims to reduce the impact of trauma and mental illness by providing support to all members of the family, allowing them space as individuals to explore stresses and working together as a family to address these where appropriate. Unlike traditional services, we understand the need for all members of the family to feel supported to be honest, acknowledging the difficulty of supporting a loved one experiencing trauma or poor mental health. By providing this space to all members of the family we are able to facilitate honest conversations to help rebuild and strengthen relationships.

Social Enterprise

Our Social Enterprises bring together our charitable work supporting people and the wider community, whilst also recognising the need for our organisation to build resilience and sustainability, ensuring we are here to support people for as long as we are needed.

Last year we established our new social enterprises, Arnotdale House and Enterprise Training, adding to our FareShare, Flavour and Haver Community Cook School, and Farm projects.

We believe everyone has the right to dignified access to high quality food. We help to tackle food inequality through our work redistributing surplus food via our FareShare community food members. These members, all community and charity organisations based in Central and South East Scotland, purchase low cost, high quality food through us, allowing them to redirect vital funds to frontline services. We not only help the environment by reducing unnecessary food waste, but we have also built a strong network of partnership working that was utilised successfully at the start of covid-19, helping to reduce the impact on historically vulnerable communities by providing a rapid response and increased food distribution.

Last year:

- 1.4 million meals created from the 600 tonnes of food we redistributed last year
- 10,000 hours donated by our incredible volunteers at our FareShare Depot

Our Flavour and Haver Community Cook School builds on our FareShare work tackling food poverty. Whilst having access to food is essential, we also understand having the confidence, skills and knowledge to properly prepare, budget, and plan meals is equally as important for

those with low-incomes, who may otherwise struggle to create healthy and nutritious food for themselves and/or family.

Through a series of successful cooking events, like our sell-out Syrian Supper Clubs, or our Chinese Dumpling workshop and Vegan Baking masterclasses, we are able to provide access to classes for those from low income households, at risk of homelessness or facing multiple barriers. Our classes provide confidence and skills around basic food preparation, budgeting, meal planning, whilst also building a community with their classmates over shared meals. By teaching people how to nourish themselves through food, we also help them flourish in other areas of their lives.

We bring this same attitude out into the community where we hold our community cook clubs, inviting members of the community to join us for a free, nutritious meal, often accompanied by entertainment, an opportunity to meet new people and make local connections. Our community cook clubs also help people get involved in the kitchen; creating meals for others can be one of the most empowering acts and we know that our volunteers gain a sense of pride and connection through participating.

Last year:

- We supported the completion of 210 REHIS accredited certificates
- We shared 1,533 free lunches at our community cook school
- 3,322 free meals were enjoyed at our community cook clubs throughout Edinburgh, Midlothian and Fife

Our Social Enterprises not only support our work tackling homelessness, but also provide opportunities for people to get involved with our cause, and understand more about the 'journey of food' and the impact it has on our community. Our Farm welcomes hundreds of volunteers every year to learn about sowing, seeding and harvest. Many volunteers continue supporting us long term, growing food, and their own confidence.

We pride ourselves on bringing communities together, and our newest social enterprise at Arnotdale House continues that ethos; working closely with our charitable services in Falkirk to provide employment opportunities for those with experience of the justice system in our local café, and introducing a 'Pay It Forward' scheme for the community to easily engage with others by 'donating' their loyalty coffee and providing a meal for someone local who may be experiencing food poverty.

Further, we've brought the opportunity to support our work to the workplace through our Enterprise Training. Drawing on years of experience with our award-winning mediation teams our enterprise training team offer bespoke training packages to support staff wellbeing, whilst

helping businesses support their local community through our social enterprise activity.

Last year:

- 19 Corporate Volunteering events at our organic farm supporting team building
- £1492 donated to our Pay It Forward scheme providing 298 meals or 597 coffees for vulnerable individuals at our Arnotdale Café
- 156 course participants at our training events

Relationships

At Cyrenians we recognise the value of relationships, from those we have with the people we support, to those we build with local corporate partners and our supporter network. Our Relationships Team focuses on developing and maintaining these relationships through fundraising, marketing and communications, ensuring we are able to connect people with our cause.

We continue to invest in our unrestricted fundraising efforts with a focus on corporate partnerships and individual giving, including events where there is a healthy projected return on investment or significant brand-awareness opportunity. All areas of fundraising have seen year-on-year uplifts.

Last year:

- 588 corporate volunteers gave 3,112 hours of their time, knowledge and support to us
- 56 supporters took part in, or hosted their own, fundraising event
- £75,000 generously gifted through our 2019 winter appeal to support our work throughout the hardest time of year

Volunteering

Our volunteers are an integral part of the work we do here at Cyrenians. From residential roles, to volunteer drivers, gardeners to admin support, our volunteers help shape the way we deliver our services, the experience of those we journey with and much more.

We are exceptionally proud of the impact each and every volunteer has in our organisation. Their diverse skills, experience and lives enrich Cyrenians as a whole and while it's said often,

we truly mean it – we couldn't do what we do without their support.

Last year:

- 407 wonderful individual volunteers gifted their time and experience to us
- 73,530 hours of individual volunteering took place across Cyrenians
- Over 100 volunteers attended free training, workshops and events

Quality and Resilience

With over 50 years' experience supporting people at risk of, or experiencing homelessness, we have gathered a huge amount of skill and understanding about an individual's experience and how important it is to ensure we each have the skills and resources to maintain our personal resilience, to protect the wellbeing of our entire organisation.

Our quality and resilience work has involved introducing a new Continuous Learning and Development model, creating a new values-led performance management system to increase our staff resilience and wellbeing. Through this work we have created spaces for staff-led organisational wide groups such as our 'Equality and Diversity' group who this year championed our organisation achieving the LGBT Charter Mark award.

In addition, responding to the needs identified by staff we have developed a collaborative Sustainability Group, looking at ways to further minimise our environmental impact, and a training group who have worked with the NHS to embed a programme of training to create a trauma-informed workplace.



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Achievements and Performance

The following information on pages 20-26, show the many ways we achieved what we set out to do in our strategic aims in the last financial year.

We continue to reflect and adapt our services to meet the rising demand for support, and know that due to the impact of covid-19 this increase in need will only continue to rise. Our strength lies in our continued commitment to provide values-led, relationships-based ways of working; from the manner in which we support those who trust us to journey with them, to the way we continue to create meaningful partnerships across our sector and with commercial partners to create more value for those we support. We will continue to nurture and grow our staff and volunteers, ensuring that as an organisation we remain resilient, and able to adapt and be innovative while we work through the unknown challenges created by COVID and an increasingly competitive funding landscape.

In our new five year strategy, we achieved in 2019/2020:

Conflict Resolution Services

In Scotland alone, family conflict accounts for over 4,000 young people becoming homeless every year - the equivalent of the number of students in around four secondary schools. This year we signed up to the Scottish Mediation Charter, sharing our values with the ambition to make mediation accessible to as many people as possible, equipping people with the skills they need to maintain healthy relationships and improve communication. By providing accessible resources and valuable mediation support we aim to break the cycle of youth homelessness.

In 2019-2020 our Mediation and support team:

- Developed the Early Intervention Partnership with the Rock Trust which brings together both organisations skills and experience to provide a tier-based system of awareness-raising, early identification and prevention of youth homelessness across Edinburgh.
- In response to teacher feedback we extended the delivery of our 'Fight or Flight' conflict resolution workshops to include young people attending primary school (aged 10+)
- Secured funding for our Keeping Families Together project working across Scotland's 5 secure care centres to help support a safe and healthy return home for young people and their families.

In 2019-2020 our SCCR team:

- Delivered 54 events across Scotland in 29 local authorities
- Worked with 145 different organisations to provide support and resources to over 1,200 beneficiaries
- Had 17,115 website users, 66% of whom were new users accessing our resources for the first time

Community Gardens

We worked closely with our partners in the local community, NHS Lothian, and our funders to raise awareness of the links between wellbeing and greenspaces, with a positive move towards introducing 'green social prescribing'.

In 2019-2020 we:

- Increased the number of bee hives on our Edinburgh site and introduced bee keeping at our Midlothian garden
- Supported over 310 patients in group or 1-2-1 sessions
- Supported 4 Community Job Scotland trainees
- Supported 80 students from landscaping to nursing
- Worked with 4 new NHS wards

Falkirk Services

Our Falkirk Services have grown since finding their new home in Arnotdale House and Café. With several projects including Camelon Connect, FairStart, Justice Employability, Walled Garden, Peer Mentoring and our Lighthouse project, we have identified two common threads – Falkirk Employability and Falkirk Outreach.

The focus of these projects remains the same; to provide opportunities for people to create positive connections to their community through training, employment and meaningful community payback projects.

This year:

- We expanded our Justice work to include new project Camelon Connect, working with

employers to provide support through the process of hiring someone with a previous conviction

- Completed a trail project HIVE working with people with their addiction recovery process using a peer-led model
- Unveiled our Floral Clock completed by our community payback teams and in partnership with Friends of Dollar Park and the Falkirk Rotary

HMP Addiewell Visitor Centre

Our visitor centre at HMP Addiewell welcomed over 20,000 visitors last year, many of whom struggle with working through the difficulties presented when a loved one is imprisoned.

At our visitor centre we provide a safe space for families, and individuals to receive support while navigating through the practical and emotional impact of imprisonment. Last year we worked with 719 individuals on a 1-to-1 basis providing information about accessing children's bonding visits, alleviating fears around visiting, support to access benefits, travel support and more.

Learning and Work

Our learning and work teams have, over the past year:

- Foundations to Employment - supported 57 people through casework, and provided a further 22 people support in collaboration with other services in Cyrenians
- Creative Natives – all our participants from 2019 have moved on to positive destinations (jobs, college, returning to school, apprenticeships and volunteering). We have since welcomed a new group of young people to the studio
- Key to Potential – worked with 81 young people of which 79% moved onto post-school progression including into employment, paid training and further education. In addition, we offered 'light-touch' support to 25 young people and their families
- Market Led Training - delivered social care training to 50 people of which 74% have continued on to employment, one of whom got in touch at the beginning of COVID to share her experience of being in a care home during the pandemic, remarking that she was glad she could be there for the patients during such a difficult period. We also delivered induction training to a further 10 individuals for a new care company.

Older Persons Service

Our older person's services tackle loneliness and isolation, building connection to the local community to help build confidence and support independent living.

Our Golden Years project held their first Big Slipper Event which provided a free meal, and the opportunity to be fitted for a free pair of 'safe slippers' to help prevent trips and falls, helping reduce the 300 older people admitted to hospital every year as a result of falls caused by ill-fitting footwear. 150 people joined us and took home their slippers and got the opportunity to chat with local community safety reps from Police and Fire Scotland and the NHS.

Our Opal service introduced a new wellbeing calendar to support the development of our befriending volunteers, encouraging mindfulness, yoga, nature walks and first aid training. This was introduced alongside new projects Mail Mates and Blether Buddies who offer email/letter befriending for those who may not want to participate in telephone befriending.

Outreach

Our outreach projects have continued to grow, meeting the growing need of the homeless population within Edinburgh. We have streamlined these services to support ease of navigation for those we support under the following services:

- Policy and Participation: for our work with All In for Change and the Scottish Frontline Network
- Assertive Outreach: for our Navigator Project, Peer Worker Programme and Hotel to Private Rented Sector project
- Housing First
- Health and Homelessness: for our new Hospital InReach project and Community Link Worker project

After 6 years we have sadly come to the end of our Lankelly Chase project, working in partnership with the CPN team at the Edinburgh Access Project. This project offered an alternative way of working, where we acted as a link between the individual and all the services they needed to engage with. By being the 'glue' in this often-difficult journey we were able to support 34 of 35 individuals to access and maintain their accommodation last year.

This was also a year of celebration with our Navigator project recognised as best practice in Europe and our Community Link Worker (the only link worker in Scotland that works exclusively

with the homeless population) being shortlisted for UK Link Worker of the Year 2020. In addition, in the first 6 weeks of our Hospital InReach project (launched mid-February 2020) we supported 17 patients through hospital discharge and into accommodation.

Residential Communities

Our Communities continue to grow and develop, reflecting the personalities and community created by the community members themselves. This year saw us celebrate our second year at Crighton Place community, introduce cycling as an eco-friendly travel alternative at the Social Bite Village, create shared opportunities for our farm community to get involved with our farm social enterprise, and begin to explore the opportunity to work with unaccompanied young asylum seekers through Edinburgh Council.

Veterans

As a brand-new project for 2019-2020 our Live Life project has established strong relationships with the veteran community through 8 partner organisations and welcomed 48 referrals in the first few months of operation.

Social Enterprise

With the opening of our new Arnotdale Café, the introduction of event and function suits at Arnotdale House, the development of new Community Pantries, our COVID response Food Production project and the development of our Enterprise Training package, this year has been a year of huge change for our social enterprises.

At FareShare we:

- celebrated the one-year anniversary of our Access to Free Sanitary Products projects, which ensures women and girls have dignified access to essential sanitary products
 - o 6,366 cases of disposable tampons and pads distributed, supporting over 22,000 individuals
 - o 298 reusable sanitary products distributed, supported by 26 reusable sanitary product workshops
- introduced our new Community Pantries offering another means to access quality food with choice and dignity
 - o 358 households signed up to become pantry members

- o 321 children directly benefiting from our community pantries

At our Flavour and Haver Community Cook School we:

- ran 18 sold out Syrian Supper Clubs
- hosted 15 weekend masterclasses from 'around the world' including Chinese dumpling making and a Peruvian Masterclass
- found that 75% of course participants tried new foods during their time with us on our basic food skills courses
- supported 88% of course participants to feel less worried about having enough food to eat by empowering them with budgeting and planning skills

At Arnotdale Café we welcomed over 4,000 since opening in September 2019.

At our Farm we sold 1,944 veg bags full of fresh, seasonal produce.

We delivered 43.5 hours of training through our Enterprise Training project.

CENTRAL SERVICES

Relationships

In 2019-2020 our Relationships team ran our most successful winter appeal to date, raising £75,000 through a matched giving appeal.

Overall fundraising income for the year was 45% higher than budget – another successful year for Fundraising.

Marketing and Communications developed and embedded internal toolkits to support collaborative work around storytelling, internal and external communications, whilst also developing our social media presence to include over 14,300 followers across Facebook, Twitter and Instagram.

Through our **Quality and Resilience** work we:

- Introduced our new continuous learning and development programme offering a more rounded experience to our staff from induction, throughout their time with us
- Supported the development of staff-led groups to encourage positive change including

the Equality and Diversity group, Sustainability Group, and Measuring and Valuing group

- Began working with NHS Scotland to develop a trauma informed training programme

Across our other **Central Support Services**, we:

- further developed our Volunteering Support, supporting business growth and improved volunteering experience across the organisation
- reviewed and developed a number of management systems to improve efficiency and support
- continued to invest in our IT infrastructure: replaced our existing server, invested in new hardware devices as part of asset management system, invested in software upgrades
- continued to engage with IT, HR, Health & Safety and GDPR support specialists to ensure legal compliance of our business practices



Financial Review

Results for the year

The results for the year are shown in the financial statements on pages 46-67.

We continue to reduce our reliance on public sector funding, and diversify income sources across public funding sources. This is a key element of our annual plan and financial strategy. Income streams from unrestricted income sources continue to grow, as does public awareness of, and engagement with, Cyrenians.

Total income for the year amounted to £5,141,000 (2019: £4,867,000). The surplus before actuarial losses/gains is £362,000 (2019: £448,000). This surplus includes income which is recognised in 2019/20, but where expenditure will not be incurred until 2020/21 and beyond. There is also similar income recognition adjustments from previous years. The net effect on these income recognition adjustments increasing our surplus, and hence our closing restricted reserves, this year by £400,000. In addition, successful fundraising over the winter campaign positively impacted our surplus by £30,000.

The principal funding sources during the year are as follows:

	2020	2019
Local Authority	30%	36%
Other Public Bodies	20%	20%
Generated Income	8%	8%
Big Lottery Fund/Peoples Postcode	6%	12%
Companies/Trusts	28%	16%
Donations/other	7%	8%

As noted at the outset of this report, there has been no significant impact of COVID-19 on the results to March 2020, and as a direct result of our quick response to needs throughout the crisis, combined with successful fundraising and grant applications, we have been able to continue delivering our strategy with confidence and with a resilient financial position.

Financial management

The Trustees will only approve the continuation of a charitable activity if funding has been

secured (usually through contracts, grants, corporate support or established income generation). Therefore, all charitable activities have a continuation strategy and an exit strategy. In exceptional circumstances the Trustees will authorise an activity to continue from unrestricted funds when restricted funds are depleted, for example where there is a short gap before new funding is approved or where a short-term investment from unrestricted funds is expected to bring longer term financial and social benefits.

Any significant spend from free reserves is discussed by the Trustees in advance, and assessed in the context of the charity's strategic priorities and the current funding environment.

Unrestricted income has been utilised in 2019/20 to the extent that restricted income was insufficient to cover the full cost of delivering our new enterprises at Arnotdale House, Falkirk and Training Services (totalling £79,000), Cyrenians Farm (£58,000) and a few other projects (totalling £11,000) during the year. All other charitable activities were funded fully from a combination of restricted funding for that activity, project specific income generation and fundraising.

Reserves policy

The Trustees' principal objective with regard to reserves is to ensure that the Charity has adequate working capital to meet cashflow requirements, and to enable the Charity to meet all legal obligations.

Cyrenians Reserves Policy was last reviewed and approved by Trustees in September 2019. This policy includes a formal framework to allow enhanced monitoring and early intervention if required. This framework expresses our approach to determining an appropriate level of reserves and is reviewed annually. It has a multi-tier approach with trigger points for action incorporating a RAG (Red-Amber-Green) warning system.

The Trustees consider that the level of unrestricted general funds ("free reserves") at 31 March 2020 of £345,000 (2019: £331,000) are adequate for these purposes, noting that as part of our Reserves Policy, as well as free reserves, we also include designated property reserves in our consideration of acceptable levels of reserves. These were £223,000 at March 2020.

Trustees continually review the level of "free reserves" (those not committed or invested in fixed assets) in light of the changing landscape of our funding at this time. This is reflected in our rolling Corporate Plan where we are seeing an increase in our unrestricted income generation to support challenges across the funding landscape. The charity does not tender for any contracts where the level of financial risk exceeds the level of free reserves.

The balance on restricted funds at 31 March 2020 was £1,639,000 (2019: £1,271,000). This increase in restricted funds reflects income recognition requirements whereby income has been received/recognised in 2019/20, for costs which will be incurred during 2020/21 and beyond.

Plans for Future Periods

All our plans for 2020/21 and into the following year have been adapted to react to the challenges of COVID-19, in how we deliver services whilst protecting and supporting staff, and ensuring, alongside existing service delivery, we support those most in need during this period.

As an organisation we will use our 5 strategic aims to guide our decision making, and build on our resilience, allowing us to continue supporting those who need us. Our Aims are to:

- Reduce the number of people who experience homelessness or its root causes
- Seek system-change through the introduction of values-led trusted relationships-based services across all sectors
- Build community and communities in all we do
- Keep the voice of lived experience at the heart of our decision making and our contributions to public debates
- Grow our resilience by investing in nurturing our people and increasing the diversity of our supporters and income

OUR SERVICES

Conflict Resolution Services

We will continue to promote positive family relationships by sharing our learning, resources and early intervention approaches. Together we will work across Scotland, using our expertise and experience to reduce family conflict and nurture resilience wherever we can. We will build on our existing partnerships and work creatively to diversify and maximise our reach and impact. In the coming year we will:

- Commence our Keeping Families Together project, working with secure care centres across Scotland
- Develop our virtual online training and workshops and promote the widespread use of our free digital psychoeducational resources
- Work in partnership with the Rock Trust to deliver the Early Intervention Project across Edinburgh
- Improve the accessibility of our dedicated SCCR website

Community Gardens

At our community gardens we will:

- commence delivery of social prescribing projects including the Thrive Greenspaces contract
- find creative but safe ways to maximise use of the gardens at both the Royal Edinburgh and Midlothian sites given the increased interest and need for people and support to be conducted outdoors
- seek resource to replace the portacabin at the Royal Edinburgh Hospital.

Falkirk Services

Our criminal justice employability and support services will continue to develop new ways in which we can support and deliver training remotely.

Using existing and effective modes of working, we will:

- seek resource and opportunity to extend the breadth and scope of service provision we offer in Falkirk
- embed the new community link worker service
- complete the build of the shelter at the Dollar Park Walled Garden early in 2021, increasing the opportunity for the garden space to be used for support, activities and events

HMP Addiewell Visitor Centre

We will continue to provide a much-needed 'listening ear', and non-judgemental support, to families visiting, or concerned about, their loved ones at HMP Addiewell. We will further explore creative ways of providing remote assistance and support the increased use of virtual visits. We understand the devastating impact imprisonment can have upon the whole family and, in conjunction with partners, we will strive to improve awareness of the issues faced by visitors, particularly young people. In partnership with both Sodexo and SPS, we will share our expertise and develop opportunities to re-build and sustain positive relationships between prisoners and their families.

Learning and Work

Across our Edinburgh-based Learning and Work services we will deliver a digital literacy project to improve learning and increase employment opportunities.

In our Foundations to Employment project, we will:

- use assertive outreach approaches to engage with those who face multiple and complex barriers to employment, training and volunteering
- build on the success of our GameChanger Wellbeing programme for women, by offering offer mixed sessions.

In our Market-led training project we will:

- adapt and develop our care training academies for delivery online and provide keywork support to enable trainees to not only gain employment but, most importantly, sustain employment in the social care sector. We are confident that online delivery will also enable us to reach a wider audience and increase our capacity to respond to specific niche requests.

In our Key to Potential project we will:

- provide an outreach careers service to young people who have disengaged from mainstream provision
- expand our 'Key to Work' initiative, utilising Cyrenians' locations (Farm, Community Gardens and Cook School) to offer work placements for young people who have been adversely impacted by the pandemic
- deliver Creative Natives in conjunction with Community Enterprise, supporting young people to develop their artistic talents and skills
- in partnership with WorkingRite, deliver keywork support to Pioneers

Older Persons Services

Both our Golden Years and OPAL projects have seen an increased demand over the past year. With an increasingly older population in Edinburgh and West Lothian we know our services will continue to be in demand and we will continue to adapt our services to meet the needs of the community.

Golden Years: We will continue to respond to the changing needs of Edinburgh's isolated older people's community, maintaining a strong foothold in the service landscape. Over the next year

we will:

- continue our work and develop our service plans to further diversify as a response to findings from needs assessments
- achieve sector wide understanding of the needs of older people and in particular where need is unmet due to a lack of services
- engage in a sector wide gaps analysis at our 'Mind the Gap' event which was postponed in 2020 - findings from this will have the potential to significantly inform EIBJ commissioning
- continue to strengthen already robust relationships with funders and other supporters which will support the service to go from strength to strength

In our OPAL service we will secure the future of the service through the continuation of our contract beyond June 2021. The service continues to deliver in line with the West Lothian Commissioning Plan priorities for Older People and we are confident of its positioning within the service landscape. As a result of robust service planning we have evidence to recommend that the service diversifies to meet with the changing needs of older people across West Lothian. We also seek to achieve greater working together impact in 2021 by rebuilding a culture of collaboration which has been eroded from the landscape in recent years.

Outreach

In our outreach services we will:

- push for the Housing First pathfinder to maximise the number of people offered and supported to move in to a permanent home
- increase the capacity within our street based outreach services
- prioritise meeting the health needs and reducing the risks to those most vulnerable within the current pandemic through our hospital InReach service and community link worker provision
- seek resource to extend our pilot which supports people who are homeless to access accommodation within the private rented sector.

Residential Communities

This year we will:

- ensure that those within our residential services are helped to keep safe from the risks of COVID and supported to manage the impacts that restrictions might have on their wellbeing and progress
- continue to progress the partnership which may deliver a new city community, aiming for a decision on viability by the end of this year
- start delivering the Lotus Community, which will work in partnership with Edinburgh Council to provide accommodation-based support for up to 14 unaccompanied minors

Veterans

Across Scotland, we will continue to work with veterans' organisations to deliver the Live Life Partnership. We will work in partnership, using our collective expertise, shared values and creative approaches, to reduce the stress and isolation often experienced by veterans and their families. Within Cyrenians, we will also research and map our existing work with veterans across our diverse organisation.

SOCIAL ENTERPRISES

Arnotdale House

We will:

- continue to deliver our current Café model until COVID regulations are lifted – temporarily extending the café space into the main function room at Arnotdale House
- increase our team quota ensuring trading hours to seven days and evenings; including investigating bistro evenings, researching a specific outside/takeaway element to the café with a potential new kiosk in the park
- implement our volunteer programme
- support and advertise our Pay it Forward programme to partners that we work with to benefit those in need
- actively seek a tenant to rent out the large glass office on the 1st floor in Arnotdale House

- liaise with Visit Scotland to gain an official Taste Our Best Award which then leads to additional support from Visit Scotland, most notably recognisable brown signage etc.
- continue to work closely with Falkirk Services and provide meaningful work placements for those utilising our services
- actively work with Falkirk Council/Employability Training Unit to gain Kickstart placements
- be ready to re-establish our event space once COVID restrictions are lifted but in the interim period continue to attract other income into the building, i.e. Falkirk Council Social Work etc

Enterprise Training

We will:

- continue to establish a presence in the marketplace by delivering Conflict Resolution Training via online platforms instead of workshop-based training; delivering to a broad range of clients within Independent Schools and Private/Third/Public sector organisations
- continue to reach out to organisations on the frontline of supporting communities during the pandemic who may benefit from our training – i.e. Housing Associations/ Council contact centres/Health & Social Care organisations etc
- develop further our visible online presence on LinkedIn and attend online networking events
- continue to utilise testimonials from training delivered to expand into new clients – i.e. Health and Social Care depts within Council departments
- increase our engagement with membership organisations including CIPD, ACCA, ASVA etc.
- develop further Training offers e.g. Homelessness Awareness Training

FareShare

We will:

- expand our operations to respond to the COVID crisis, distributing Scottish Government purchased food, alongside our surplus food to 235 organisations, distributing over 3,500,000 meals in the year 20/21

- continue to deliver our Access to Free Period Products project
- expand to 8 community pantries, enabling people living in food poverty continued access to a range of healthy food
- establish a pathways employability programme and engage in the UK Government “kickstart” employability programme and the Scottish government Youth Guarantee Scheme

Farm Enterprise

We will:

- start our new outdoor education officer, creating community engagement opportunities
- work collaboratively with Cyrenians Key to Work project delivering opportunities for students
- streamline our veg bag operation further through reduction in the number of options and variations for customers; develop 3 new community collection points
- implement our new crop planning template increasing our veg growing operation
- use our barn workshop renovation, draw up a schedule of events for the space and invite crafts people and new businesses to use the space
- landscape the farm for reduced maintenance, improved access, improved aesthetics and better drainage

Flavour & Haver Community Cook School

We will:

- continue to run CEC funded cooking classes adapted to 6 week blocks with 4 in each class until such time as regulations are eased
- seek continued funding for our Community Cook Clubs, contributing to the Scot Gov Social Justice policy team work
- adapt our delivery model, due to COVID restrictions - until such time as in person clubs reconvene, we will continue to develop and deliver our flatpack meals alongside virtual cook-alongs
- develop our Good Food Good Health programme into an online course that can be

marketed beyond our usual audience

- develop our Virtual Community Kitchen platform to assist in rebuilding social enterprise income streams, transforming our in-person cooking masterclasses into online communities
- run Supper Clubs and in person masterclasses, exploring use of alternative larger premises to expedite activity (once restrictions allow)
- run our Real Farming Trust programme giving an opportunity for 8 trainees to gain food production skills; increased confidence and self-esteem in preparation for applying for a job in the food industry

CENTRAL SUPPORT SERVICES

In the coming year, the **Relationships Team** will be building on relationships developed through our Pandemic Response Appeal to raise funds: seeking individual and corporate donations through a matched-giving Christmas appeal, sponsored by a group of our major donors; developing a payroll giving programme with two large corporates to increase our Regular Givers by 50%; increasing our Supporters by 10% to 6500; Develop strong, productive relationships with 5 schools including one annual fundraising event of which we are the beneficiary. We will also continue to provide support to services to ensure maximum income and best fit for available funding.

Alongside this, through our **Marketing and Communications** function, we will: continue to build and develop our new website to ensure maximum awareness raising and income potential; Toolkits for services to manage consistent and on-brand external communications, deliver training in external communications, further increase social media audience, regular engagement and direct action from supporters online

Our **Quality and Resilience (including Learning & Development)** service will:

- continue to improve strong internal communications
- continue to make training and development opportunities consistent and fair
- continually improve our Continuous Learning and Development model, to maintain and increase the resilience and wellbeing of staff
- continue to improve the gathering of data using the 'Measuring and Valuing' element of our Cyrenians Way of Working
- continue to explore data at a more strategic level, demonstrating impact for those that use our services, informing strategic and operational planning and innovation

- continue to develop a more trauma informed staff

Within other Central Support Services:

We will invest in our business:

- continue to work towards a full understanding of the needs of the communities we serve, informing best practice, business development and strategic annual planning
- continually review the changing landscape in light of COVID and any other external and internal influences, ensuring the Charity adapts and manages change well
- continue to invest in our staff and volunteers, ensuring they are well supported and consistently experience a positive professional environment
- continue to develop our Volunteering Support to enable continued business growth and improved volunteering experience across the organisation
- continually review and develop our management systems including internal communication routes
- continue to upgrade our IT equipment and systems as part of a continuous improvement plan
- continue to engage with IT, HR, Health & Safety and GDPR support specialists to ensure legal compliance of our business practices

Structure, Governance and Management

Cyrenians is an independent registered charity, managed by a Board of Trustees. The charity was founded by deed of trust on 4 June 1968. Until 31 March 2016, it was governed by a declaration of trust dated 25 April 2001.

With effect from 18 March 2016, our legal status formally changed from an unincorporated Trust to a Scottish Charitable Incorporated Organisation (SCIO). Operationally, the change took place from Trust to SCIO in April 2016. The SCIO's governing document is a Constitution dated 18 March 2016.

The Board recruits people with relevant knowledge and skills to fill vacancies that occur in its membership and may at any time appoint any person to be a Trustee, by way of a resolution passed by majority vote at a Board meeting. No other person or external body is entitled to appoint Trustees. Trustees are appointed for a three-year term, and can be re-appointed. New Trustees are selected through open recruitment. New Trustees are provided with an induction programme which includes guidance on their responsibilities as Trustees and familiarisation with the activities of the charity. Ongoing training is provided.

The Board is the governing body, legally responsible for ensuring that the charity is effectively and properly run. Formal meetings take place every 6 weeks on an annual cycle with an agenda that reviews all the main strategies in the Annual Plan and oversees all key financial & organisational matters. The Finance Committee and Remuneration Committee are delegated sub-committees.

The Board of Trustees is the ultimate decision-making body. The Board delegates authority for strategic leadership and executive management to the Chief Executive (CEO) who is fully accountable to the Board. The CEO meets regularly with the Chair to plan and lead the main business of the charity. Specific matters reserved for decision by the Board include recruitment of staff to senior posts and the remuneration scales for all staff.

Risk assessment

The charity has a robust Organisational Risk Management Plan which requires the Trustees to formally examine the major strategic, business and operational risks which the Trust faces on an annual basis. The last formal risk review was in September 2019. Between the formal Trustee risk reviews, the Finance Committee discusses risks at its quarterly meetings and reports back any significant new or changing risks to the Trustees. Risks are also discussed by the Leadership

Team at its regular meetings and any new risks reported to Trustees. The Trustees confirm that systems have been established to manage all risks identified.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name: Cyrenians
Charity number: SC011052
Legal status: Scottish Charitable Incorporated Organisation (SCIO)
Address (Head Office): Norton Park, 57 Albion Road, Edinburgh, EH7 5QY

The members of the **Board of Trustees** during the year were as follows:

Kirsty Bathgate (Chair)	Carolyn Girvan
Isobel Wylie (Secretary)	John Lawrie
Ciaran McGuigan (Treasurer)	Pete Flockhart
Luke Jeavons (resigned 15 September 2020)	Elinor Jayne
Veronika Gunn-Boesch (appointed 10 December 2019)	

Leadership Team

Ewan Aitken (CEO)
Amy Hutton
Jane Saren
(resigned 30 September 2019)
Kathryn Reilly
Rachael Wallace-Lane
(resigned 10 November 2020)
Michelle Lloyd
Neil Hay
Mike Hartley (appointed 21 September 2020)

Bankers

Royal Bank of Scotland plc
206 Bruntsfield Place
Edinburgh
EH10 4DF

Solicitors

Anderson Strathern
1 Rutland Court
Edinburgh
EH1 2ET

Auditor

Azets Audit Services
Exchange Place 3
Semple St
Edinburgh
EH3 8BL

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Accounting Standards including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice)).

The law applicable to charities in Scotland requires the trustees to prepare financial statements for each financial 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 or that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

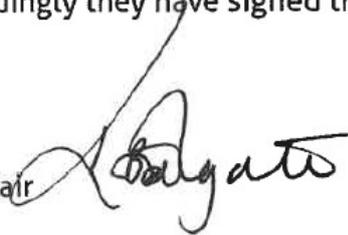
Statement of disclosure of information to auditor

To the knowledge and belief of each of the persons who are trustees at the time the report is approved:

- so far as the trustee is aware, there is no relevant information of which the charity's auditor is unaware, and
- he/she has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information, and to establish that the charity's auditor is aware of the information.

On 7 September 2020 Group Audit Services Limited trading as Scott Moncrieff Audit Services changed its name to Azets Audit Services Limited. The name they practice under is Azets Audit Services and accordingly they have signed their report in their new name.

Kirsty Bathgate, Chair



Date: 19.01.2021

Independent Auditor's Report to the Trustees of Cyrenians

Opinion

We have audited the financial statements of Cyrenians for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' Annual Report; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Our audit work has been undertaken so that we might state to the charity's trustees, as a body, those matters we are required to state to them in an Auditor's Report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Azets Audit Services, Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
Exchange Place 3
Semple Street
Edinburgh
EH3 8BL

Date: 19 January 2021

Statement of Financial Activities

Incorporating an Income & Expenditure account for the year ended 31 March 2020

	Note	Unrestricted			Total Funds	2019
		Restricted Funds	Designated Funds	General Funds		
		£	£	£	£	£
Income and Endowments from:						
Donations		159,881	-	343,539	503,420	344,136
Charitable activities	3	4,233,099	-	348,890	4,581,989	4,510,911
Other trading activities		-	-	47,482	47,482	10,994
Investments		-	-	3,577	3,577	879
Other		-	-	4,616	4,616	-
Total		4,392,980	-	748,104	5,141,084	4,866,920
Expenditure on:						
Raising funds	5	31,556	-	177,222	208,778	173,218
Charitable activities	6	4,110,607	-	399,683	4,510,290	4,243,946
Other		58,955	700	-	59,655	1,754
Total	7	4,201,118	700	576,905	4,778,723	4,418,918
Net income/(expenditure)		191,862	(700)	171,199	362,361	448,002
Transfers between funds	20	176,329	(8,858)	(167,471)	-	-
Net income/(expenditure) before other recognised gains and losses		368,191	(9,558)	3,728	362,361	448,002
Actuarial (losses)/gains on defined benefit pension schemes	17	-	-	277,000	277,000	(102,000)
Gain/ (loss) on asset ceiling	17	-	-	(267,000)	(267,000)	114,000
Net movement in funds		368,191	(9,558)	13,728	372,361	460,002
Total funds brought forward		1,270,510	232,235	330,955	1,833,700	1,373,698
Total funds carried forward		1,638,701	222,677	344,683	2,206,061	1,833,700

The notes on pages 49 to 67 form part of these financial statements.

Balance Sheet

as at 31 March 2020

	Note	2020		2019	
		£	£	£	£
Fixed Assets					
Tangible assets	11		415,780		486,774
Investments	12		100		100
Current Assets					
Debtors	13	843,349		1,239,997	
Cash at bank and building society	14	1,923,532		665,949	
Cash in hand	14	9,608		4,386	
		2,776,489		1,910,332	
Creditors: amounts falling due within one year	15	(936,728)		(504,692)	
Net current assets			1,839,761		1,405,640
Total assets less current liabilities			2,255,641		1,892,514
Creditors: amounts falling due after one year	15		(49,580)		(58,814)
Defined benefit pension scheme liability	17		-		-
Total net assets			2,206,061		1,833,700
The funds of the charity:					
Restricted income funds	20		1,638,701		1,270,510
Unrestricted designated funds	20	222,677		232,235	
Unrestricted general funds	20	344,683		330,955	
Pension reserve	17	-		-	
Total unrestricted funds			567,360		563,190
Total charity funds			2,206,061		1,833,700

The notes on pages 49-67 form part of these financial statements.

These financial statements were approved and authorised for issue by the Trustees on 19.01.2021 and signed on their behalf by:


Ciaran McGuigan
Treasurer

Isobel Wylie
Secretary



Statement of Cashflow

For the year ended 31 March 2020

	Note	2020 £	2019 £	
Net income for the year (as per SOFA)		362,361	448,002	
Adjustments for:				
Defined benefit pension		10,000	12,000	
Depreciation charges		70,994	92,906	
Bank interest		(3,577)	(879)	
Loan interest		1,884	168	
Decrease/(increase) in debtors		396,648	(436,101)	
Increase in creditors		422,802	122,104	
Net cash provided by operating activities		1,261,112	238,200	
Cash flows from investing activities				
Bank interest		3,577	879	
Loan interest		(1,884)	(168)	
Purchase of fixed assets		-	(110,662)	
Net cash provided by/(used in) investing activities		1,693	(109,951)	
Change in cash and cash equivalents in the year		1,262,805	128,249	
Cash and cash equivalents at the beginning of the year		670,335	542,086	
Cash and cash equivalents at the end of the year	14	1,933,140	670,335	
Reconciliation of net debt				
		2019 £	Cash flows £	2020 £
Cash and cash equivalents		670,335	1,262,805	1,933,140
Concessionary loans		(67,765)	8,962	(58,803)
		602,570	1,271,767	1,874,337

The notes on pages 49-67 form part of these financial statements.

Notes

forming part of the financial statements

1 Summary of significant accounting policies

General Information

Cyrenians is a Scottish Charitable Incorporated Organisation (SCIO). It is recognised as a charity and is registered with the Office of the Scottish Charity Regulator (OSCR) under charity number SC011052. The address of the registered and principal office is Norton Park, 57 Albion Road, Edinburgh, EH7 5QR. The principal activities of the charity are detailed in the trustees' report.

The charity meets the definition of a public benefit entity under FRS102. The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been applied consistently, unless otherwise stated.

1.1 Basis of preparation

The financial statements are prepared in accordance with the Financial Reporting Standard 102, as issued by the Financial Reporting Council, the statement of Recommended Practice (SORP) "Accounting and Reporting by Charities", the Charities and Trustees Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006 (as amended). Assets and liabilities are initially recognised at historical cost or transition value unless otherwise stated in the relevant accounting policy.

These financial statements are presented in pounds sterling (GBP) as that is the currency in which the charity's transactions are denominated.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires the trustees to exercise their judgement in the process of applying accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

1.2 Going Concern

The trustees have prepared the financial statements on the going concern basis, as there are no material uncertainties about its ability to continue. The trustees are aware of the cash flow position and forecasts and are satisfied these are reasonable. The assessment of going concern includes the expected impact of COVID-19 on Cyrenians in the 12 months following the signing of the financial statements.

1.3 Income recognition

Income is recognised when the charity becomes entitled to the income, receipt is probable and the amount can be reliably measured.

Where there are terms or performance related conditions attached to grants and donations, income is

recognised to the extent that the conditions have been met. Income received in advance of conditions being met are deferred and released once those conditions are met. Where the grant or donation allows for the recovery by the donor of any unexpended grant, a liability is recognised when repayment becomes probable.

Donated facilities and services are recognised in income when received and are valued at the amount payable in the open market for an alternative item that would provide an equivalent benefit to the service donated. An equivalent amount is recognised as an expense.

The contribution of unpaid general volunteers is not recognised as income due to the absence of a reliable measurement basis.

Donated assets are recognised as income and as a tangible fixed asset when the fair value exceeds the asset capitalisation threshold of £5,000.

1.4 Funds

Restricted funds are those which have been given to the charity for use in accordance with the wishes of the donors, commonly for use in relation to a specific service.

Unrestricted funds are available for use at the discretion of the trustees. In order to ensure that funds are available for specific projects, certain funds are set aside and designated by the trustees into separate funds.

1.5 Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation and impairment losses.

Land is not depreciated as it is deemed to have an indefinite useful life. Depreciation is provided on all other tangible fixed assets at a rate calculated to write off the cost less the estimated residual value of each asset over its expected useful life as follows:

Heritable property	2% straight line
Plant & Equipment	25% reducing balance
Motor Vehicles	25% reducing balance

All purchases of furnishings and computer equipment are written off to revenue as incurred.

1.6 Leases

Rentals payable under operating leases are charged to expenditure on a straight line basis over the term of the lease.

1.7 Pensions

The charity has both defined contribution and defined benefit plans. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate fund. The charity has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. A defined benefit plan is a pension plan that is not a defined contribution plan. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors

such as age, years of service with the charity and compensation levels.

Contributions payable for a period for defined contribution retirement benefit plans are charged as an expense.

For defined benefit retirement benefit plans, the cost of providing benefits is determined using the Projected Unit Credit Method, with actuarial valuations being carried out at each reporting date. Actuarial gains and losses arising from experience adjustments and changes in assumptions are recognised immediately in other comprehensive income. All costs relating to the defined benefit plan are recognised in the income statement within employee benefit costs.

The retirement benefit obligation recognised in the statement of financial position represents the present value of the defined benefit obligation as reduced by the fair value of plan assets. As asset resulting is limited to the present value of available refunds or reductions in future contributions to the plan.

1.8 Recognition and allocation of resources expended

Resources expended are recognised on an accruals basis and related where practicable to the charity's activities. Where possible, expenditure is allocated directly to the function to which it relates. Where this is not possible, it is allocated as a proportion of the direct running cost of the service.

- Costs of raising funds comprises those costs which are associated with the generation of income from sources other than from undertaking charitable activities, and includes membership, fundraising and trading costs.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its charitable activities and services.
- Support costs are apportioned between activities as a proportion of the direct running cost of the service.

1.9 Taxation

No taxation is provided for given the charitable status. The charity has been granted exemption from tax under sections 521 to 536 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992. Any gift-aid payments which the charity is entitled to claim in respect of donations received in the year are accrued into the year's income.

1.10 Financial assets and liabilities

Financial instruments are recognised in the balance sheet when the charity becomes a party to the contractual provisions of the instrument. Financial instruments are initially measured at transaction price. Subsequent to initial recognition, they are accounted for as set out below.

Financial instruments are classified as either 'basic' or 'other' in accordance with Chapter 11 of FRS102.

At the end of each reporting period, basic financial instruments are measured at amortised cost using the effective interest rate method.

Financial assets are derecognised when the contractual rights to the cash flows from the asset expire, or when the Charity has transferred substantially all the risks and rewards of ownership. Financial liabilities are derecognised only once the liability has been extinguished through discharge, cancellation or expiry.

1.11 Debtors

Trade debtors are amounts due from customers for merchandise sold or services performed. Trade debtors are recognised at the undiscounted amount of cash receivable, which is normally the invoice price, less any allowances for doubtful debts.

1.12 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid deposits that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

1.13 Creditors

Trade creditors are obligations to pay for goods or services that have been acquired. Accounts payable are classified as creditors falling due within one year if payment is due within one year or less (or in the normal operating cycle of the activities if longer). If not, they are presented as creditors falling due after one year.

Trade creditors are recognised at the undiscounted amount owed to the supplier, which is normally the invoice price.

Concessionary loans are initially measured at the amount received and subsequently adjusted to reflect repayments and any accrued interest.

2 Critical judgments and estimates

In preparing the financial statements trustees make estimates and assumptions which affect reported results, financial position and disclosure of contingencies. Use of available information and application of judgement are inherent in the formation of the estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates.

There were no estimates and assumptions made in these financial statements which carry a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities within the next financial year.

3 Incoming resources from charitable activities

2020

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Home and Housing	1,205,665	-	-	1,205,665
Family and people	1,704,481	-	1,741	1,706,222
Work and skills	721,148	-	5,365	726,513
Community and food	581,591	-	259,641	841,232
Development of new charitable activities	20,214	-	26,563	46,777
Letting of Non-Investment Property		-	55,580	55,580
	4,233,099	-	348,890	4,581,989

2019

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Home and Housing	1,188,952	-	-	1,188,952
Family and people	1,523,288	-	-	1,523,288
Work and skills	685,032	800	-	685,832
Community and food	768,791	-	202,058	970,849
Development of new charitable activities	70,227	-	27,263	97,490
Letting of Non-Investment Property	-	-	44,500	44,500
	4,236,290	800	273,821	4,510,911

4 Grants

Included in charitable activities are the following government grants:

Government Body	Nature of Award	2020	2019
		£	£
Third Sector Early Intervention Fund	Scottish Centre for Conflict Resolution	240,000	253,081
Scottish Ministers – Welfare Division	Fareshare food redistribution	26,750	25,750
Scottish Ministers – Social Justice	Aspiring Communities	-	46,624
Scottish Ministers – Community Justice	Addiewell Prison Visitor Centre	50,000	60,000
Community Jobs Scotland	Traineeships	36,732	49,444
Fair Food Transformation Fund	Good Food	51,360	46,624
Scottish Ministers – Social Justice	FareShare Period Poverty	43,420	17,701
Scottish Ministers – Civil Contingency	FareShare food redistribution	12,500	-
Scottish Ministers	All In For Change	16,537	-
		477,299	499,224

Cyrenians places volunteering at the heart of its purpose and activities. We are committed to ensuring that local people have the opportunity to volunteer to help address the needs of their community. Over several years the charity has significantly increased the number and variety of volunteering roles and achieves continuous improvement in the value of volunteering to the volunteers themselves, to the community (including businesses) and to the charity. 995 volunteers worked a total of 76,642 hours in 2019/20. This is the equivalent of 46 full time posts.

Donated goods, facilities and services not recognised as income amount to £916 (2018/19: £15,500)

5 Expenditure on raising funds

2020

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Fundraising staff costs	25,932		87,618	113,550
Event costs	-		18,134	18,134
Other	5,624		71,470	77,094
	31,556		177,222	208,778

2019

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Fundraising staff costs	27,464		79,372	106,836
Event costs	-		39,876	39,876
Other	4,757		21,749	26,506
	32,221		140,997	173,218

6 Expenditure on charitable activities

2020

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Home and Housing	1,142,601	-	35,606	1,178,207
Family and people	1,387,043	-	61,875	1,448,918
Work and skills	591,544	-	23,525	615,069
Community and food	832,165	-	240,272	1,072,437
Development of new charitable activities	157,254	-	32,999	190,253
Letting of Non-Investment Property	-	-	5,406	5,406
	4,110,607	-	399,683	4,510,290

2019

	Unrestricted			Total Funds
	Restricted Funds	Designated Funds	General Funds	
	£	£	£	£
Home and Housing	1,017,419	-	17,538	1,034,957
Family and people	1,521,199	-	25,758	1,546,957
Work and skills	555,588	-	9,408	564,996
Community and food	799,576	-	158,463	958,039
Development of new charitable activities	102,904	-	31,086	133,990
Letting of Non-Investment Property	-	-	5,007	5,007
	3,996,686	-	247,260	4,243,946

7 Support costs

The support costs are allocated to charitable activities as a proportion of the direct running cost of the service.

2020

	Management & strategic development	Finance, HR & IT	Governance	Other	Total support	Direct costs	Total costs
	£	£	£	£	£	£	£
Home and Housing	30,801	56,205	17,781	10,636	115,423	1,062,784	1,178,207
Family and people	43,284	78,984	24,987	14,946	162,201	1,286,717	1,448,918
Work and skills	17,962	32,778	10,369	6,203	67,312	547,757	615,069
Community and food	29,521	53,870	17,042	10,194	110,627	961,810	1,072,437
Development of new charitable activities	3,862	7,048	2,230	1,334	14,474	175,779	190,253
Letting of Non-Investment Property	-	-	-	-	-	5,406	5,406
Raising funds	5,101	9,308	2,945	1,761	19,115	189,663	208,778
Other	-	-	-	-	-	59,655	59,655
	130,531	238,193	75,354	45,074	489,152	4,289,571	4,778,723

2019

	Management & strategic development	Finance, HR & IT	Governance	Other	Total support	Direct costs	Total costs
	£	£	£	£	£	£	£
Home and Housing	31,004	43,740	17,220	10,145	102,109	932,848	1,034,957
Family and people	48,501	68,425	26,938	15,871	159,735	1,387,222	1,546,957
Work and skills	18,779	26,493	10,430	6,144	61,846	503,150	564,996
Community and food	26,531	37,429	14,736	8,682	87,378	870,661	958,039
Development of new charitable activities	4,651	6,562	2,583	1,522	15,318	118,672	133,990
Letting of Non-Investment Property	240	339	133	79	791	4,216	5,007
Raising funds	3,757	5,300	2,087	1,230	12,374	160,844	173,218
Other	-	-	-	-	-	1,754	1,754
	133,463	188,288	74,127	43,673	439,551	3,979,367	4,418,918

8 Governance costs

	2020	2019
	£	£
Audit fees	14,048	7,837
Legal fees	4,685	4,741
Staff and office costs attributed to governance	55,986	60,634
Trustee training	635	915
	<u>75,354</u>	<u>74,127</u>

9 Transactions with related parties

There were no related party transactions during the year.

10 Employee benefit expenses

The average monthly number of staff employed by the Trust during the year ended 31 March 2020 was 139 (2019: 129) of whom 131 worked on direct charitable activities and 8 provided head office support.

The aggregate payroll costs of these persons were as follows:

	2020	2019
	£	£
Salaries	2,961,599	2,794,188
Social security costs	211,708	206,712
Employer contributions to defined contribution pension schemes	146,378	119,763
Operating costs of defined benefit pension schemes	38,385	52,802
Agency staff/self-employed	12,896	15,076
Holiday pay accrual	58,955	-
	<u>3,429,921</u>	<u>3,188,541</u>

The key management personnel of Cyrenians comprise the Chief Executive Officer, Head of Finance and Corporate Services, Head of Business Development, Heads of Service and Head of Quality. The total amount of remuneration and benefits received by its key management personnel for their services to the charity was £301,030 (2019: £314,818).

No Trustees were remunerated nor received any other benefits from an employment with the charity during the year (2019: none).

No trustee expenses were incurred during the year (2019: £nil)

The Trust had one employee who meets the definition of a high earner; and had emoluments in the range £70,000 - £79,999 (2019: one high earner).

11 Tangible fixed assets

	Heritable Property	Plant and Equipment	Motor Vehicles	Total
	£	£	£	£
Costs				
At 1 April 2019 and At 31 March 2020	319,732	481,989	73,601	875,322
Depreciation				
At 1 April 2019	95,838	247,553	45,157	388,548
Charge for year	5,272	58,608	7,114	70,994
At 31 March 2020	101,110	306,161	52,271	459,542
Net Book Value				
At 31 March 2020	218,622	175,828	21,330	415,780
At 31 March 2019	223,894	234,436	28,444	486,774

All assets are held for charitable purposes.

At the year-end there were no capital commitments.

12 Investments

	2020	2019
	£	£
Investment in Subsidiary undertaking	100	100

The Charity holds 100% of the issued share capital of the Cyrenians Enterprises Community Interest Company. This company has been dormant since incorporation in April 2007.

13 Debtors

	2020	2019
	£	£
Trade debtors	548,585	679,848
Prepayments & accrued income	278,599	545,699
Other debtors	16,165	14,450
	<u>843,349</u>	<u>1,239,997</u>

14 Cash and cash equivalents

	2020	2019
	£	£
Cash at bank and in hand	1,695,743	433,384
Notice deposits	237,397	236,951
	<u>1,933,140</u>	<u>670,335</u>

15 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	65,481	64,711
Accruals and deferred income	724,208	339,357
Taxation and social security	57,806	55,716
Other creditors	80,010	35,957
Concessionary loan	9,223	8,951
	<u>936,728</u>	<u>504,692</u>

Creditors: amounts falling due after one year

	2020	2019
	£	£
Concessionary loan	49,580	58,814
	<u>49,580</u>	<u>58,814</u>

The concessionary loan from Postcode Innovation Trust was made toward the Enterprise Training Service and Arnotdale House start-up costs. The loan is unsecured, subject to an interest rate of 3% per annum and is repayable by instalments over 7 years. Cyrenians can repay the loan in full, increase the level of repayments or accelerate repayments without penalty with the lender's prior consent.

16 Deferred income

	2020	2019
	£	£
Balance as at 1 April 2019	280,565	271,405
Amounts released in relation to previous years	(280,565)	(268,562)
Income deferred in the year	555,653	277,722
At 31 March 2020	<u>555,653</u>	<u>280,565</u>

Where the charity has a funding agreement to provide a service over a specific period extending beyond the year end the appropriate proportion of the income is deferred.

17 Defined Benefit Plan

Cyrenians participates in the Lothian Pension Fund which is a defined benefit Local Government Pension Scheme administered by The City of Edinburgh Council. From 1 January 2007, the scheme is closed to new members, but Cyrenians offers all other staff a stakeholder pension scheme with Standard Life.

A valuation of this defined benefit pension fund is carried out triennially; the most recent formal valuation of the fund was at 31 March 2018, by Hymans Robertson, independent actuaries. Liabilities are valued on an actuarial basis using the projected unit credit method, which assess the future liabilities of the fund discounted to their present value. This actuarial valuation forms the basis of contribution rates. The employer contribution rates for 2018/19; 2019/20 and 2020/21 are set at 27.3% of gross pay, 32.3% of gross pay and 37.3% of gross pay respectively. The next full actuarial valuation will be at 31 March 2020.

Employer contributions to the Lothian Pension Fund during the year amounted to £28,305 (2019: £37,802). Employer contributions for the period to 31 March 2021 will be approximately £33,000.

Explanation of amounts in the financial statements

Amounts recognised in the balance sheet at 31 March 2020	Value at 31 March 2020 £000	Value at 31 March 2019 £000
Fair value of assets	3,094	3,187
Present value of funded obligations	(2,843)	(3,180)
Surplus	251	7
Asset ceiling loss	(251)	(7)
Net defined benefit liability at 31 March 2020	-	

Amount recognised in the statement of financial activities over the year	31 March 2020 £000	31 March 2019 £000
Current service cost	38	53
Interest on liabilities	76	77
Interest on assets	(76)	(80)
Total	38	50

Reconciliation of Assets and Defined Benefit Obligation

The change in the assets over the period was:

	31 March 2020 £000	31 March 2019 £000
Fair value of assets at the beginning of the period	3,187	2,953
Interest on assets	76	80
Participants contributions	5	8
Company contributions	28	38
Benefits paid	(107)	(48)
Return on plan assets less interest	(95)	156
Fair value of assets at the end of the period	3,094	3,187

The change in the defined benefit obligation over the period was:

	31 March 2020	31 March 2019
	£000	£000
Defined Benefit Obligation at the beginning of the period	3,180	2,832
Service costs	38	53
Interest costs	76	77
Participant contribution	5	8
Benefits paid	(107)	(48)
Experience (gain) on defined benefit obligation	-	-
Changes in demographic assumptions	-	-
Changes to financial assumptions	(329)	258
Other experience	(20)	-
Defined benefit obligation at the end of the period	2,843	3,180

Assets

The major categories of assets as a percentage of total assets are as follows:

Asset Category	31 March 2020	31 March 2019
Equities	36%	37%
Bonds	56%	57%
Property	4%	4%
Cash	4%	2%
Total	100%	100%

The assets do not include any investment in Cyrenians or related properties.

Actuarial assumptions

The principal assumptions used to calculate the Scheme's liabilities include:

	31 March 2020	31 March 2019
Discount rate	1.9% pa	2.5% pa
Future salary increases	3.5% pa	4.2% pa
Future pension increases	2.3% pa	2.4% pa

Mortality

Year to 31 March 2020

Life expectancy is based on the Fund's Vita Curves with improvements in line with the CMI 2016 model with an allowance for smoothing of recent mortality experience and long term rate of 1.25% p.a. Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	31 March 2020	31 March 2019
Current pensioners	21.7 years	24.3 years
Future pensioners	24.7 years	27.5 years

*figures assume members aged 45 as at the last formal valuation

Mortality assumptions used to value the obligations in the employer's closing position are identical to those used to value the obligations in the employer's opening position. Life expectancies for the prior period end are based on the Fund's Vita Curves with improvements in line with the CMI 2016 model assuming current rates of improvement have peaked and will converge to a long term rate of 1.25%.

It has been assumed that retiring members will opt to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2009 service and 75% for post-April 2009 service (assumption unchanged from previous year).

18 Defined Contribution Plan

Since 1 January 2007 the Trustees have closed membership to the Lothian Pension Fund to new staff. Since that time all staff who are not members of the Lothian Pension Fund have been offered membership of a stakeholder pension scheme with Standard Life, which is a defined contribution scheme with employer contributions of between 6% and 12% subject to employee contribution of 6%. Auto-enrolment into the Standard Life scheme commenced on 1 October 2014 with employer contributions of 1%, but all staff continuing to be offered enhanced employer contributions under the same terms as the original stakeholder scheme. Employer contributions to the Standard Life scheme during the year amounted to £146,378 (2019: £119,763).

19 Analysis of net assets among funds

The fund balances at 31 March 2020 are represented by:

2020

	Restricted Funds	Unrestricted		Total Funds
		Designated Funds	General Funds	
	£	£	£	£
Fixed assets	-	218,622	197,258	415,880
Net current assets	1,638,701	4,055	197,005	1,839,761
Creditors due in more than 1 year	-	-	(49,580)	(49,580)
	1,638,701	222,677	344,683	2,206,061

2019

	Restricted Funds	Unrestricted		Total Funds
		Designated Funds	General Funds	
	£	£	£	£
Fixed assets	-	227,480	259,394	486,874
Net current assets	1,270,510	4,755	130,375	1,405,640
Creditors due in more than 1 year	-	-	(58,814)	(58,814)
	1,270,510	232,235	330,955	1,833,700

20 Funds

2020

	Balance at beginning of year	Income	Expenditure	Transfers	Other gains/ (losses)	Balance at end of year
	£	£	£			£
Restricted Funds						
Home and housing	256,130	1,207,634	(1,158,128)	-	-	305,636
Family and people	300,415	1,729,909	(1,405,411)	11,213	-	636,126
Work and skills	207,431	721,148	(599,439)	-	-	329,140
Community and food	439,369	714,075	(877,925)	57,829	-	333,348
Development of new charitable activities	67,165	20,214	(160,215)	107,287	-	34,451
Sub total restricted	1,270,510	4,392,980	(4,201,118)	176,329	-	1,638,701
Unrestricted Designated Funds						
Properties	227,480	-	-	(8,858)	-	218,622
Des Ryan sports fund	4,032	-	(500)	-	-	3,532
Leslie Sorrie memorial fund	723	-	(200)	-	-	523
Sub total designated	232,235	-	(700)	(8,858)	-	222,677
Unrestricted General Funds						
Pensions reserve	330,955	748,104	(566,905)	(167,471)	-	344,683
	-	-	(10,000)	-	10,000	-
Sub total unrestricted	563,190	748,104	(577,605)	(176,329)	10,000	567,360
Total Reserves	1,833,700	5,141,084	(4,778,723)	-	10,000	2,206,061

2019

	Balance at beginning of year	Income	Expenditure	Transfers	Other gains/ (losses)	Balance at end of year
	£	£	£			£
Restricted Funds						
Home and housing	83,188	1,188,953	(1,017,419)	1,408	-	256,130
Family and people	300,474	1,523,288	(1,521,199)	(2,148)	-	300,415
Work and skills	75,437	685,031	(555,588)	2,551	-	207,431
Community and food	291,222	842,548	(831,797)	137,396	-	439,369
Development of new charitable activities	72,424	70,227	(102,904)	27,418	-	67,165
Sub total restricted	822,745	4,310,047	(4,028,907)	166,625	-	1,270,510
Unrestricted Designated Funds						
Properties	226,680	800	-	-	-	227,480
Des Ryan sports fund	5,425	-	(1,393)	-	-	4,032
Leslie Sorrie memorial fund	1,084	-	(361)	-	-	723
Sub total designated	233,189	800	(1,754)	-	-	232,235
Unrestricted General Funds						
Pensions reserve	317,764	556,073	(376,257)	(166,625)	-	330,955
	-	-	(12,000)	-	12,000	-
Sub total unrestricted	550,953	556,873	(390,011)	(166,625)	12,000	563,190
Total Reserves	1,373,698	4,866,920	(4,418,918)		12,000	1,833,700

Restricted funds occur when a funder states that the funding is for a specific project or programme and cannot be used for any other purpose. The balance remaining at the financial year end is carried forward to the following year to fund the ongoing commitments of the project or programme.

Decisions are taken to use unrestricted income to fund restricted projects for a number of reasons including: (i) a conscious strategic decision in advance of delivery to gap-fund projects where the funder does not cover all project or apportioned overhead costs, (ii) shortfalls in budgeted match funding which is subsequently not secured, and (iii) unbudgeted/unexpected project overspends. Unrestricted income has been utilised in 2019/20 to the extent that restricted income was insufficient to cover the full cost of delivering Cyrenians Farm (£57,829), Conflict Resolution Services (£6,505) and Outreach Services (£4,708) during the year. In addition, unrestricted income of £79,662 has been invested in the development of Arnotdale House and Enterprise Training services which are projected to generate unrestricted income for the charity in future years. There had been a sub-fund deficit of £27,625 within the restricted fund, and a transfer has therefore been made between unrestricted and restricted to cover this deficit.

The Properties Fund at 31 March 2020 represents the net book value of the charity's properties. Each year

an amount equal to the depreciation charge is released.

The Des Ryan Sports Fund was set up following the death of the charity's Chief Executive in April 2013. The fund is used to support those we are working with and whom would benefit from physical activity by way of small grants.

The Leslie Sorrie memorial fund was set up to commemorate a former employee of the charity. Small welfare grants of up to £100 are paid out to clients engaged in the charity's services.

Included within the above reserves analysis are amounts received from specific funding bodies who have requested that their funds be identified separately, as follows:

	Balance at 1 April 2019	Income	Expenditure	Balance at 31 March 2020
	£	£	£	£
Big Lottery Fund Grant (Befriending)	58,070	-	(58,070)	-
Big Lottery Fund Grant (Befriending)	-	74,849	(37,424)	37,425
Big Lottery Fund Grant (Conflict Resolution)	98,382	-	(98,382)	-
Lankelly Chase Foundation (Outreach)	48,866	14,114	(62,980)	-
Early Intervention Fund (Scottish Centre for Conflict Resolution)		240,000	(240,000)	

21 Operating Leases

Future minimum lease payments on non-cancellable operating lease rentals are payable as follows:

	2020		2019	
	£		£	
Not later than one year	72,064	21.7 years	80,334	24.3 years
Two to three years	-	24.7 years	7,661	27.5 years