

Scottish Charity No. SC044882

New Team SCIO

Trustees' Report and Financial Statements
For the year ended 28 February 2021

New Team SCIO

Contents of the Financial Statements for the year ended 28 February 2021

	Page
Report of the Trustees	1
Report of the Independent Examiner	5
Receipts and Payments Account	6
Statement of Balances	7
Notes to the Financial Statements	8

New Team SCIO

Report of the Trustees for the year ended 28 February 2021

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ended 28 February 2021.

Principal office

2/2 25 Napier Place
Govan
G51 2LW

Status of Charity and Governing Document

New Team SCIO was registered as a Scottish Charitable Incorporated Organisation on 28 May 2014. The charity registration number is SC044882. The charity was previously registered as an unincorporated association. It has a single tier structure and as such the trustees are the members of the charity.

Trustees and Office Bearers

Management of the charity remains with the trustees. The day-to-day management of the operational work of the charity is undertaken by the Trustees and delegated to Louise McMorris, the Project Leader.

The Trustees who served during the year and to the date of this report are:

Peter	Chair
Alison Crichton	Treasurer (from 29 May 2020)
Elizabeth Ervine	
Clare McCormack	(Resigned 27 Feb 2021; Secretary from 9 Jun 2020 till 27 Feb 2021)
Christopher Brett	(Resigned 21 Sept 2021; Treasurer to 28 May 2020; Secretary to 8 Jun 2020)

Recruitment and appointment of Trustees

An individual, nominated individual or body can apply to become a trustee of New Team. Any applications will be considered by the Trustees, and acceptance is wholly at their discretion. The maximum number of trustees is thirteen and the minimum number is three.

Objectives and activities

Charitable purposes

The organisation is founded on Christian principles and is established for charitable purposes only. The object is the advancement of citizenship or development of community, in particular:

- Making relationships with young people who have few positive relationships and avenues for support and helping them realise their full potential.
- Identifying the needs and interests of young people and developing appropriate strategies for action, either by New Team or with other agencies.
- Working with young people towards their personal, social, and spiritual development and encouraging young people to take more control over their lives, in line with youth work principles.
- Helping bridge gaps in understanding between the local community and young people.
- Signposting adults to organisations and services in a way that aids their empowerment as parents, carers and members of a supportive community for young people.
- Undertaking research into new ways of working with marginalised young people and their communities.
- Developing new expressions of church, with those young people and community members who are interested.
- Supporting projects with similar objectives both locally and globally.

New Team SCIO

Report of the Trustees for the year ended 28 February 2021

Activities

New Team activities were street youth work (detached work), but other youth work was paused due to the pandemic. Fundraising activities included grant applications and promotion through social media.

Achievements and performance

2020-21 was a strange year for all of us, there were challenges and blessings. The challenges for New Team included the times when it was not possible to be on the streets with the young people. During the first lockdown we only had one member of staff in Glasgow. We tried connecting with young people through online youth work, putting up posters in local shops to let them know where we were and posting on social media. Before lockdown we had just been at the stage of getting new groups of young people to see who we were and occasionally engage so the online youth work did not take off. Even a young person we have known for years was not interested in online youth work, which was unsurprising as all their school work was also online. Alongside these attempts, the staff team did some training, worked on ongoing projects and prepared for a return to youth work. In December, we had to stop street youth work again, when our student employees followed Scottish Government advice to limit social interactions before and after returning to family for Christmas. This then led into the third time, when the type of street youth work, we do was explicitly forbidden during the January-March 2021 lockdown. A proportion of staff hours were furloughed during this time and the rest were used for fundraising for 2021/22. We pray we are always what it says in our name - a team, and so a disruption in those relationships and rhythms was a challenge, but we all knew it was for good reasons. Of course, we carried on praying for the young people during the seasons when we could not physically be present on the street.

On the other hand, we were really grateful for the blessing of being able to return to street youth work at the start of July 2020 when indoor youth work was not allowed, after spending June preparing health and safety precautions and youth work plans, and waiting for permission for staff to relocate. We worked to balance our desire to be on the street alongside the young people with health and safety for staff and for the community. These resulted in creative solutions such as physically distanced street work protocols, staff keeping the New Team jacket they wear/the equipment in it at home and moving preparation and debrief times to phone calls or online. Some of the systems we developed during this year may end up being incorporated into our practice after the pandemic is over as they have proven to work well. This season gave us the opportunity to briefly support another local youth work project's distribution of food to families, by sending a New Team youth worker to help prepare food parcels. In August, we increased detached youth work sessions from twice to three times a week, as we were not able to have youth work trips due to restrictions. This carried on through the autumn. Over time we began to see young people being more interested in saying "hi" and they began to engage more. We especially saw a change at the end of November. Although the January-March lockdown took us out of our financial year, it is great to be able to report that we were able to return to street youth work in the middle of March 2021, when youth work restrictions changed.

In total, we were able to have 44 youth work sessions this financial year, seeing an average of 19 young people per session, although numbers vary widely between evenings when we saw few or no young people (especially in worse weather) and an evening when we saw 55 young people during a 2 hour session. This compares to an average of 10-14 young people per session over the last few years. This is partly because more young people were on the streets as a result of the pandemic and partly because we were not on the streets during the quietest months of the year due to pandemic restrictions. It is also worth noting that the restrictions meant there were fewer young people on the streets during these times too, which may have concentrated the time when they wanted to be out there. As well as the 44 sessions, approximately 14 sessions were cancelled, mostly due to weather so bad that it was unlikely we would see or interact with any young people, for example heavy rain. We also saw some changes in the groups on the street this year, as 70% of young people are 11-14 year olds which is a contrast of 70% being 15-18 year olds in 2019.

New Team SCIO

Report of the Trustees for the year ended 28 February 2021

Achievements and performance (continued)

This may reflect a change in demographics locally and it could also in some way be the result of the pandemic changing behaviours. 45% of young people on the streets were female, which is the highest percentage of young women we've seen on the streets since we began street youth work in the autumn of 2014. This compares to 37% in 2019 and a quarter in 2018 and 2017. This may be as a result of the pandemic restrictions pushing young women met on the streets when they might normally meet in homes. There was also a lower percentage of interactions during this time, which is partially explained above but may also be the result of uncertainty during the pandemic and young people being on the street who would not normally be there. It is possible that young people who do not usually hang out on the streets are less in need of youth work or possibly just less used to the concept of youth work on the streets.

It was also a joy during this year to see our youth work relationship with a young person we have worked with for years weather all the storms of periods without youth work for months at a time and such a big change to the type of youth work we were able to do with them. We were pleased to see the relationship that had been strengthened through a variety of trips was resilient through this time. It has been a blessing to watch this young person mature through the year and our relationship with them develop in different ways, while also being frustrating that we could not be doing more with them. In this new season of youth work we are hopeful that there will be no further restrictions on outdoor youth work with vulnerable young people in 2021 and that we will be able to build on the fledgling relationships that were sparked during 2020. It has been our prayer throughout the pandemic, that young people will notice that we have been out on the streets when we can and that living through a pandemic side by side, will bring opportunities in 2021 and through the years ahead.

During 2020, our monthly "Praise & Prayer" sessions attended by volunteers, staff and supporters, moved to Zoom. These started a couple of years ago with the belief that it is important to praise God and pray in a location in order to see change there. Therefore, these have always been in Govan. Moving online meant only one person was in Govan but these provided a fresh opportunity to connect with supporters who could not normally come along to the Govan based sessions. They also provided an opportunity to extend communal prayer for young people in Govan and their families, and for New Team during the pandemic. They were a joy and encouragement to the staff team at times when other things were discouraging.

2020 also saw more delays with the building, as the landlord furloughed and protected their staff and then used the premises for another purpose until December 2020. However, we are pleased to report that in April 2021 we are hopefully finally on the cusp of signing the lease. We are grateful that we did not have to pay rent and bills for a building we could not have used during 2020. So hopefully, this time next year we will be reporting that the building has been refurbished as a youth work space and base, with input from the young people. We hope to be able to report the activities beginning to take place there.

As always it was a joy to give 10% of income from donations in the previous year (2019/20) to a project with similar aims. When donors give to New Team online they are invited to opt out of this if they prefer. This year, the trustees selected the Voice Project Youth Choir, Glasgow, partially in light of the challenges of securing funding in Scotland at the start of the pandemic. The Voice Project Youth Choir was able to continue operating online during the pandemic. Singing has been proven to be beneficial for mental health, and mental health has been a particular challenge for many during the pandemic, especially young people.

2020/21 also saw a part-time administrator/back up youth worker join the team with particular emphasis on fundraising and supporting the project leader in her role. She has been a great asset to the team, working 6 hours/week alongside the part-time youth workers each working 7 hours/week and the project

New Team SCIO

Report of the Trustees for the year ended 28 February 2021

Achievements and performance (continued)

leader working 20 hours/week. It was a funny year to join the team as she only saw the team online for the first five months, initially waiting for her PVG and then because street youth work was not allowed. It has been great that she has been able to be involved in the youth work when we returned to it in March 2021. The rest of the staff team made the transition to meeting online with relative ease at the start of the pandemic and we have really grown as a team through this experience. The staff team are also so grateful for all the trustees did through this challenging year, at times having to make tough decisions, especially as several trustees had key roles elsewhere through this time.

As ever, but even more so this year, we are very grateful for all the volunteers who made the work of New Team possible, including prayer volunteers who pray while youth workers are on the street, safety volunteers who follow youth workers location on WhatsApp and are available to help when needed, a building volunteer who helped us view and document the building, a graphic design volunteer and the supporters who pray, encourage and financially support the work of New Team. We are also so grateful for the trusts who have financially supported the youth work, this year and in previous years. We are thankful to the young people who took a chance on saying hi to the "strange" youth workers, or took the risk of speaking to us in front of their friends. We also all appreciate the one young person who was willing to journey with us through all of this, even when we were not able to do what we normally would in terms of trips and the kind of relational opportunities they produce. Of course, along with many reading this, we are so grateful to God who has sustained us all through unexpected challenges over the last year. The youth work team were very aware from day one that as we stepped into a time unlike any of us had lived through before, with so much uncertainty, that God knew what we did not, he knew everything before it happened and every step of the way.

Financial review

The trustees are grateful for the financial support of individual donors, along with our grant funders: an anonymous trust, The Allchurches Trust Ltd (2 grants, general and Growing Lives Fund), The Anchor Foundation, The Arndee Trust, The Bellahouston Bequest Fund, Dr Guthrie's Association, The Hope Trust, The Paristamen CIO, Swinton Paterson Trust and The Vardy Foundation. Additionally, we would like to thank the Beatrice Laing Trust* and the Micah Fund who have made commitments during 2020/21 to provide grants for the Build 'n' Do project in 2021/22. The Trustees would also like to thank all volunteers for the donation of their time. During the year all expenditure was on charitable activities.

(* Beatrice Laing Trust commitment is subject to meeting grant conditions.)

Results for the year

The financial statements for the year are set out on pages 6 to 9. The Receipts and Payments Account on page 6 reflects a surplus for the year of £2,291 (2020: £2,436).

Reserves policy

It is the policy of the charity to maintain unrestricted funds at a level which equates to approximately three months unrestricted expenditure. This allows sufficient funds to enable the ongoing work of the charity to be maintained. The General Fund on page 7 at 28 February 2021 amounted to £13,630 (2020: £15,304), which is above the required level. Total reserves, including restricted funds, amounted to £27,565 (2020: £25,274).

The accounts were approved the Trustees on 24 May 2021 and signed on their behalf by:

Alison Crichton
Trustee

New Team SCIO

Report of the Independent Examiner to the Trustees for the year ended 28 February 2021

I report on the accounts of the charity for the year ended 28 February 2021 which are set out on pages 6 to 9.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of Independent Examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations (as amended), and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations (as amended)

have not been met, or

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

Helen White CA
Director
Cornerstone Accounting

11 Erngath Road
Bo'ness
EH51 9DP

Date: 10 June 2021

New Team SCIO

Receipts and Payments Account

For the year ended 28 February 2021

	Unrestricted funds £	Restricted funds £	2021 Total £	Unrestricted funds £	Restricted funds £	2020 Total £
Receipts						
Donations	4,214	3,710	7,924	2,948	3,710	6,658
Fundraising income	-	-	-	75	-	75
Grant income (note 2)	12,740	5,000	17,740	10,500	7,700	18,200
Total receipts	16,954	8,710	25,664	13,523	11,410	24,933
Payments						
Salary costs	15,333	4,480	19,813	8,130	8,922	17,052
Building costs	-	265	265	-	958	958
Youth work expenses	469	-	469	328	-	328
Administration costs	352	-	352	850	-	850
Insurance	351	-	351	350	-	350
Recruitment expenses	59	-	59	251	-	251
Training	91	-	91	207	-	207
Membership costs	165	-	165	182	-	182
Fundraising costs	-	-	-	47	-	47
Payroll fees	538	-	538	264	-	264
Grants and donations (note 5)	670	-	670	1,450	-	1,450
Sundry expenses	100	-	100	58	-	58
Independent examination	500	-	500	500	-	500
Total payments	18,628	4,745	23,373	12,617	9,880	22,497
(Deficit)/surplus before transfers	(1,674)	3,965	2,291	906	1,530	2,436
Transfer between funds	-	-	-	-	-	-
(Deficit)/surplus after transfers	(1,674)	3,965	2,291	906	1,530	2,436
Total funds brought forward	15,304	9,970	25,274	14,398	8,440	22,838
	13,630	13,935	27,565	15,304	9,970	25,274

New Team SCIO

Statement of Balances

As at 28 February 2021

	Notes	2021			2020		
		Opening balance £	Surplus for year £	Closing balance £	Opening balance £	Surplus for year £	Closing balance £
Cash at bank and in hand							
Current account		24,777	1,624	26,401	22,362	2,415	24,777
Account held in trust - GCVS		460	690	1,150	476	(16)	460
Petty cash		37	(23)	14	-	37	37
Total cash at bank and in hand		25,274	2,291	27,565	22,838	2,436	25,274

Represented by:

Unrestricted fund	6				
General			13,630		15,304
Restricted funds	7				
Build 'n' Do fund			13,935		-
Matched Funding for Project Leader fund			-		370
Allchurches Trust fund			-		9,200
Anchor Foundation fund			-		400
			27,565		25,274

Statement of liabilities at 28 February 2021

	2021 £	2020 £
Invoices due for payment	500	500
Donation payment due	742	660
Expenses due	36	-
	1,278	1,160

The financial statements on pages 6 to 9 were approved by the Trustees on 24 May 2021 and signed on their behalf by the undernoted:

Alison Crichton
Trustee

The notes on pages 8 to 9 form part of these financial statements.

New Team SCIO

Notes to the financial statements

For the year ended 28 February 2021

1. Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of financial statements

The financial statements have been prepared on a receipts and payments basis.

Receipts and Payments Account

For the purpose of the Receipts and Payments account as shown on page 5 funds are defined as follows:

Unrestricted funds comprise donations, grants and other income received for the objects of the charity without further specified purpose and are available as general funds.

Restricted funds comprise income which has been received for the objects of the charity and specified for a restricted purpose within these objects by the donor.

2. Grant income

The following grants were received in the year:

	2021
	£
Swinton Paterson Trust	5,000
The Hope Trust	2,500
The Vardy Foundation	3,000
The Paristamen CIO	500
Coronavirus Job Retention Scheme	740
Other anonymous grants	6,000
	<u>17,740</u>

3. Staff costs and numbers

	2021	2020
	£	£
Gross salaries	19,672	16,927
Employer pension contributions	141	125
	<u>19,813</u>	<u>17,052</u>

The average number of employees during the year was 3 (2020: 3).

4. Remuneration and transactions with Trustees

There was no remuneration or expenses paid to the Trustees during the year (2020: nil).

5. Grants and donations paid

	2021	2020
	£	£
The Voice Project Youth Choir (donation on income for 2019/20)	670	-
New Destiny Trust (donation on income for 2018/19)	-	725
Scripture Union (donation on income for 2017/18)	-	725
	<u>670</u>	<u>1,450</u>

Two donations were paid last year as our payment for 2017/18 was paid later than planned.

New Team SCIO

Notes to the financial statements

For the year ended 28 February 2021

6. Unrestricted funds	Balance at	Receipts	Payments	Transfers	Balance at
	29.2.20				28.02.21
	£	£	£	£	£
General fund	15,304	16,954	(18,628)	-	13,630
Total unrestricted funds	15,304	16,954	(18,628)	-	13,630

Explanation of funds

The *General fund* represents all income and expenditure relating to the primary focus activities of the charity, other than those for which funding is restricted.

7. Restricted funds	Balance at	Receipts	Payments	Transfers	Balance at
	29.2.20				28.02.21
	£	£	£	£	£
Build 'n' Do fund	-	5,000	(265)	9,200	13,935
Matched Funding for Project Leader fund	370	3,710	(4,080)	-	-
Allchurches Trust fund	9,200	-	-	(9,200)	-
Anchor Foundation fund	400	-	(400)	-	-
Total restricted funds	9,970	8,710	(4,745)	-	13,935

Explanation of funds

The Build 'n' Do fund - represents grant funding raised towards the fitting out of new premises and resources for building based youth work.

The Matched Funding for Project Leader Fund - represents money specifically given for the Project Leaders salary by individual donors.

The Allchurches Trust Fund - represents funding for the new premises received last year. The balance on this fund was transferred this year into a single fund holding all building development grants.

The Anchor Foundation Fund - represents money given towards the costs of youth work premises and youth workers salary.