

Charity Registration No. 1069085

Company Registration No. 03512607 (England and Wales)

MOTIV8 SOUTH LIMITED
TRUSTEES' REPORT AND CONSOLIDATED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2015

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MOTIV8 SOUTH LIMITED

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MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Professor Mark Button - Chair
Julia Hughes
Mark Mitchell
Joanne Purdy
Colin Thorpe
Tim Caley
Lisa Sigalet
Caroline Andow
Adam Swanson
Stephen Dimon

Finance Sub Committee

Colin Thorpe - Chair
Professor Mark Button

Officers in attendance

Charlie Aide
Martin Wood

Chief Executive

Charlie Aide

Secretary

Charlie Adie

Charity number

1069085

Company number

3512607

Registered office

6 Queen Street
Portsmouth
Hampshire
PO1 3HL

Auditors

Jones Avens Limited
53 Kent Road
Southsea
Portsmouth
Hampshire
PO5 3HU

Bankers

CAF Bank Limited
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Co-operative Bank Plc
91 Commercial Road
Portsmouth
Hampshire
PO1 1BQ

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION (Continued)

Solicitors

Blake Morgan LLP
Harbour Court
Compass Road
North Harbour
Portsmouth
PO6 4ST

Shoosmiths
Russell House
1550 Parkway
Whiteley
Hampshire
PO15 7AG

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2015

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their report and accounts for the year ended 31 March 2015.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles and Memorandum of Association, the Companies Act 2006 and the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" issued in March 2005.

REFERENCE AND ADMINISTRATIVE INFORMATION

Refer to page 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the Trustees.

Trustees

The charity is governed by the Board of Trustees comprising not less than two or more than twelve members. At each general meeting one third of the members shall retire and will be eligible for re-election.

The trustees, who are also the directors for the purpose of company law, who served during the year, were:

Caroline Andow	(appointed 20 th November 2014)
Professor Mark Button – Chair of Board	
Tim Caley – Vice Chair of Board since November 2014	
Ric Carey – Chair of Finance sub-group and Vice Chair of Board (retired 20 th November 2014)	
Steve Dimon	(appointed 4 th June 2015)
Julia Hughes – Chair of HR sub-group	(resigned 30 th June 2015)
Mark Mitchell - Chair of Service Delivery and Development sub-group	
Joanne Purdy	
Colin Thorpe – Chair of Finance sub-group since November 2014	
Lisa Sigalet	
Adam Swanson	(appointed 26 th February 2015)

Recruitment to the Board is overseen by the Chair, supported by the Chief Executive. There is a documented process whereby an interested party is provided with background information prior to meeting with the Chief Executive who provides an overview of the organisation. All prospective appointees then meet the Chair before being invited to observe at a Board meeting, during which there is the opportunity for the prospective trustee and other trustees to ask questions prior to a formal vote being taken by the existing trustees. New trustees and observers are recruited to the Board as is felt necessary to provide diversity in membership and knowledge in subject matter. Training and induction into all aspects of Motiv8 continues to be delivered to new trustees and is available to existing trustees.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

In the past 12 months Motiv8 has been successful at attracting new Trustees, who have brought diversity in age, gender balance and a broad range of professional experiences. It is the view of the trustees that the Board is currently strong and well placed to provide effective governance and direction to the organisation. Thanks is expressed to all those that have served on the Board, especially to Ric Carey who stepped down after seven years and served as Chair of the Finance Sub-Group and Julia Hughes who served Motiv8 for eleven years bringing a wealth of experience of young people's organisations and in particular as Chair of the HR Sub-Group; we wish them both well in the future.

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

The Board maintains a structure of sub-groups preceding each full Board meeting, these allow for the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings. The three sub-groups of the Board have continued to meet throughout the year covering:

- **Finance**
- **Human Resources (HR)**
- **Service Delivery and Development**

Each trustee acts as a 'link' to a member of the Motiv8 management team to ensure dialogue flows both ways. The Board also meets on an as required basis to discuss either 'task and finish' activities or extra-ordinary decisions that need to be taken outside of the routine cycle of governance meetings. In addition the Board meet to review their strategic effectiveness and discuss issues relating to the overall governance of Motiv8. Much of this meeting is held without officers present although officers may be invited to present on a specific item to assist in informing discussions. The meeting happens typically once per year. The chair of trustees feeds back to the Chief Executive and an appropriate action plan is drawn up which is then monitored at subsequent full Board meetings.

On 1st April 2014 Motiv8 formally started trading through its wholly owned social enterprise, Bicycle Recycling South Ltd (BRS). BRS has its own board of Directors, initially consisting of Motiv8 trustee Colin Thorpe who has been appointed by the Board of Motiv8 South Ltd to oversee activity; alongside Colin are Motiv8 Chief Executive Charlie Adie and Bicycle Recycling Manager Guy Partleton. Subsequently Guy stepped down as Bicycle Recycling Manager but remains a Director of BRS. A fourth Director Steve Dimon has joined the BRS Board; and also then became a Trustee of Motiv8 ensuring a further strong link in governance between the two organisations.

Risk Management

Motiv8 continues to build on the effective Risk Mapping process that was established in 2007. This approach considers risk in line with Charity Commission guidance under five headings:

1. Governance and Management
2. Operational Risk
3. Financial Risk
4. Environmental and External factors
5. Compliance Risk

For much of the past seven years this has been led by the Chair of the Finance Sub-Group but following his retirement from the Board in November 2014 the topic of Risk Management has been instated as a standing item at each Sub-Group. The approach taken is that Trustees consider the topics discussed within the meeting and highlight any areas where there is considered to be greater risk; mitigation plans are then put in place through the meeting minutes so that they can be tracked until the risk is considered manageable.

The overall risk scores and narrative that accompanies each item are the subject of on-going review and have resulted in a number of items having their scores adjusted and also clarity as to which items are reviewed as a routine part of the Board annual meeting cycle and which warrant a 'spot light' focus. The significant majority of risks are reviewed as a matter of routine with any others being considered at Full Board meetings.

Motiv8 officers manage risk on a day-to-day basis through the Management Team plus a series of routine meetings covering Operations, Finance, Fundraising, IT, Administration, Health and Safety, HR, Quality, Premises and Marketing; these in turn feed into the quarterly sub-groups of the Board and then full Board meetings. Each area of activity is reported to the Board quarterly through a Red/Amber/Green scorecard style report.

Having assessed and categorised risk to which the charity is exposed the Trustees are satisfied that systems are in place to mitigate exposure to the major risks.

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

OBJECTIVES AND ACTIVITIES

Charitable objects

The objects for which the association was established are 'To promote for the benefit of the public the protection of people and property from criminal acts and to reduce crime and the fear of crime through strategic and social crime prevention methods'.

Charity's aims

Motiv8 seeks to achieve the charity's objects primarily through direct service provision to young people and their families, the broader age range being 9-24 year olds with a focus on those aged 13-19. Direct service provision is a combination of providing positive diversionary and development activities alongside targeted group and one-to-one activity. Targeted work is aimed at those most at risk of offending, anti-social behaviour or disengagement from learning or employment. Typically targeting is done either via multi-agency referral or by the commissioning agency.

Motiv8 delivers its core services through Community Based Teams and the work is based on research and evidence to bring about lasting impact and reduced levels of crime. In addition to services delivered in the community each team works with local schools and training providers to promote attendance and supports young people into further training and employment.

Motiv8 actively works in partnership arrangements to ensure that we can serve more young people and families, and also to provide services that draw on the skills of different organisations. Each Community Based Team has local partnership arrangements, plus we are a part of the Transform consortium delivering intensive family support across the whole of Hampshire.

At all times Motiv8 aims to be a leader and innovator in its field as well as the local partner of choice. Our approach to delivery emphasises prevention and early help.

Charity's strategic objectives

For the financial year 2014/15 we have been guided by the Motiv8 Business Plan 2013-2016. This document has been published and is available on the company website. The key strategic objectives are:

1. Maintain community based Targeted youth and family delivery in all geographic areas.
2. Create more real employment opportunities for young people.
3. Develop participation opportunities for unpaid staff (volunteer, student, work experience).
4. Be recognised as a partner of choice.
5. Have robust infrastructure, business systems and resources.
6. Be sustainable with a focus on increasing proportion of non-statutory income.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our Objects, Aims and Objectives and in planning future Activities. In particular, the trustees consider how planned Activities will contribute to the Aims and Objectives set.

Principal activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also achieving full cost recovery such that they are financially sustainable.

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

In 2014/15 Motiv8 maintained its structure with 5 delivery teams, which operate under 3 specific brands:

- **Motiv8:** 3 community based teams offering a mix of Community, Education and Employment in:
 - **Motiv8 Portsmouth**
 - **Motiv8 Gosport & Fareham**
 - **Motiv8 Havant**
- **Transform:** a consortium of Barnardo's, Motiv8, Family Lives and Step by Step delivering intensive family support across the whole of Hampshire through a multi-disciplinary team.
- **Bicycle Recycling:** from 1st April 2014 Bicycle Recycling South Ltd operated as a trading subsidiary of Motiv8 operating from 2 shops in Gosport and Portsmouth.

The 5 operational teams are supported by a Head Office in Portsmouth.

Throughout 2014/15 delivery remains summarised with the 3 functional headings of:

- **Community:** delivering both targeted and open access services embedded within priority communities
- **Education:** partnering schools to improve engagement and attendance, thereby improving attainment
- **Employment:** supporting training and employment including apprenticeships and work opportunities.

Motiv8 is committed to the participation and involvement of young people across all that we do. Different teams achieve this in different ways, but the common ethos is to involve young people in the design and delivery of services, and also to provide real opportunities for learning and development.

The organisation is made up of paid staff, volunteers, students on placement and apprentices, all of whom have contributed to the on-going delivery of positive outcomes for young people. The trustees would like to thank all of the staff for their hard work during the year and particularly volunteers who contribute so much to the work of the charity.

ACHIEVEMENTS AND PERFORMANCE

Motiv8 worked with **over 3500 young people**.

Motiv8 has **supported 1107 young people to get a job, training or further education**.

In the 2 years since April 2013, working with our consortium partners in Transform, Motiv8 **worked with 474 families**. On average each family has 2.8 children, meaning that Transform has had an impact on over 1300 children and young people.

Each week Motiv8 delivers **30 youth clubs** sessions from **14 different venues** across Portsmouth and South East Hampshire.

In the areas where Motiv8 works **youth crime has continued to fall for the 7th consecutive year**.

Of the 6 **full time staff in Bicycle Recycling 67% are under the age of 25**, there are then a further 4 part time paid staff and over 40 volunteers have been involved in the past 12 months.

Since 2003/04 Motiv8's **income has increased by 2.5 times** (from £662k to £1.67m).

In the past year Motiv8 has employed 87 people, been **supported by 92 volunteers** and provided **placements for 46 students** ranging from post graduates through to young people at school.

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

Motiv8 successfully secured 3 independent quality assessments in 2014/15 from Investors in People, Investing in Volunteers and Matrix Quality Standard. Plus became the Duke of Edinburgh provider for Portsmouth allowing us to reach more young people in the Portsmouth area.

In payment by results contracts (NEET reduction and Intensive Family Support), **Motiv8 exceeds commissioner targets.**

Transform has been innovative in attracting community and corporate support to **provide 'once in a lifetime' opportunities** including taking 7 families on a 'Flight of Dreams' joined by Santa at 30,000 feet, another young man got to ride in a BMW i8 supercar as a reward for improved school attendance.

Transform is measured against 3 key performance indicators:

- School Attendance: 92% of school age children improved and maintained their school attendance
- Work: 91% of adult family members progressed towards work, training or a work programme.
- Anti-Social behaviour: 94% of families improved and maintained outcomes that reduced ASB.

In partnership with Hampshire Constabulary, Motiv8 has delivered 5 Operation Divert programmes. The programme costs on average £8,500 to deliver and makes savings of £25,000 to the Police alone, as well as the personal and social benefit to those involved and their communities.

Evaluations of services over the past year have given the following results:

- Youth Inclusion Programmes (YIPs):
 - 97% felt that they were achieving their aims
 - Of those previously involved with the Police, 90% said things had improved since getting involved
 - 95% stated that things were 'quite a lot' or 'much' better school or college.
- Positive Activities:
 - 97% rated the activities as good or excellent.
 - 80% stated they'd learnt new skills.
- NEET (Not in Education, Employment or Training) Provision:
 - 85% said they had a better chance of getting a job
 - 79% did not feel the service could improve.
- Youth Hub & Detached work:
 - 82% rated the sessions as Excellent or Very Good.
 - 99% said their experience of staff was positive.

Through the variety of comments in Evaluation Surveys, the significant proportion can be summarised as:

- Having fun:
 - there's always lots to do
 - it is fun and calms me down
 - I meet new people and settle in with new people
 - had loads of fun
- Learning new skills:
 - the advice is incredible do more sessions
 - learnt new things that I can now do at home like make a cup of tea
 - got fitter
 - started Traineeship and I enjoy it
- Feeling more confident
 - meet new people
 - I'm more confident in who I am
 - confidence, coming out of self, feeling ok speaking to people about things
 - ideas on what to do with myself
 - I have the confidence to relate to my Dad and others.

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

In addition to producing quantitative and qualitative data, Motiv8 also reviews progress against the 6 Strategic Objectives in the Business Plan:

1. **Maintain community based Targeted youth and family delivery in all geographic areas**
Targeted delivery has remained in all geographic areas served by a Community Based Team, in addition Transform has been fully embedded across Hampshire during its second full year of operation. Motiv8 seeks to maintain a Targeted focus, alongside what might be described as more generic youth work. Examples of success with this are Operation Divert (a targeted initiative with the Police), NEET targeted work (funded by ESF) and Intensive Support working with persistent young offenders (funded by the Office of the Police and Crime Commissioner). Against these successes it is noted that one-to-one targeted work within Community Based Teams has continued to decrease in volume due to a continued reduction in local authority funding. Motiv8 actively seeks alternative funding sources to maintain this work, with one recent success being through Children In Need.
2. **Create more real employment opportunities for young people.**
Motiv8 has continued to employ Youth Work apprentices, and will be seeking to replicate these roles in 2015/16. Through Bicycle Recycling, Motiv8's wholly owned social enterprise, we continue to extend the range of real employment opportunities for young people from work experience through Traineeships and full time 12 month Apprenticeships.
3. **Develop participation opportunities for unpaid staff (volunteer, student, work experience)**
Volunteering has had its most successful year with 92 people giving their time to support the organisation. The range of opportunities continues to expand from finance to youth work, and gardening to retail.
The scope for student placements significantly broadened in 2014/15 compared to previous years. In particular we have seen growth in work experience placements for young people in School Year 10, as well as the more traditional college and university placements. In addition we have developed a productive relationship with Youth Offending Teams to provide reparation placements for young people doing community service.
4. **Be recognised as a partner of choice**
Partnership has been a founding principal upon which Motiv8 has operated for many years. At present seems as important as ever. Successes include:
 - referrals: being trusted to support young people referred by many partners.
 - progression opportunities: support from partners to provide destinations for young people.
 - commissioners/funders: without the income from partners we would be unable to employ staff.
 - strategic relationships: Motiv8 is involved in a range of strategic partnership including Safer Portsmouth Partnership, Hampshire Children's Trust Board, Local Safeguarding Children's Board.
 - voluntary & social enterprise: influential in Alliance arrangements in Portsmouth & Hampshire.
 - co-design: developing services with Police, other voluntary sector org and wider community groups.
 - consortium/partner delivery: Motiv8 is delivering in partnership through all 5 of its operational teams.
5. **Have robust infrastructure, business systems and resources**
2014/15 saw further expansion of cloud based IT systems, such that by summer 2015 all Finance, HR, Payroll and core information sharing is done using cloud based systems. The final migration is the move to a new operational case management and activity recording system in October 2015. One of these changes is the move from Sage 50 to Sage 200 which supports multi-company accounting; this has greatly increased the scope of data available for individual projects as well as separating Motiv8 and Bicycle Recycling South accounts. During 2014/15 premises for each team remained static, however in 2015 it is planned to consolidate premises in Havant from 3 buildings to 2 and in Portsmouth from 2 buildings to 1.

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

6. Be sustainable with a focus on increasing proportion of non-statutory income

Motiv8 has benefited from an increase in finance capacity through having a full time Finance Director since 2014. This has allowed more scrutiny of cash flow alongside the traditional Management Account information and drilling down to project level. One aspect of this work is to gain more understanding of which projects make financial contribution and which do not achieve full costs recovery. This is particularly useful for future planning. This analysis continues to support the desire to increase private income through a number of routes including bids to charitable trusts, approaches to private individuals, developing corporate support and increasing traded income. Of these Motiv8 has been successful with the latter two with more work required in the former two.

In summary 2014/15 was a successful year for Motiv8.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31st March 2015 is set out on page 16 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were net incoming resources of £1,414,598 for the year ended 31st March 2015, of which £1,285,792 was on unrestricted funds and £128,806 was restricted. There was a total surplus of £2,665.

Reserves policy

The policy is reviewed annually, and it currently reads:

Policy

It is the policy of MOTIV8 that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months expenditure. These reserve funds could be put to one or more of the following purposes:

- Short-term tactical reserves
- Opportunistic reserves
- Long-term reserves used to reduce risk

Procedure

The first level of reserves is held for short-term tactical reasons. The charity keeps a minimum of two months' worth of expenditure to cover any short term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in one or more funding sources, they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are 'opportunistic reserves', set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in 3 years.

A third, long term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values or a major decline in donors' empathy to the cause. These risks, if realised would dramatically affect the charity's funding streams.

In parallel, the charity ensures that if reserves are called upon, they can be replenished.

At 31st March 2015 funds totalling £202,900 have been designated by the trustees in respect of funds represented by fixed assets, planned future development and contingency costs. More information on these designations is given in note 18 to the accounts.

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

Financial Rules

From 2006 to 2013 Motiv8 worked to a forecast budget based on some well-established principals which had been referred to as the 'financial rules'. In the financial year 2012/13 it was found that due to the significant changes in political priorities and the move in Motiv8's income from predominantly grants to predominantly contracts and then to contracts with 'payment by results' these 'financial rules' left the organisation exposed financially.

The Trustees working with the Chief Executive established 'new financial rules' in April 2013 which have been applied since:

1. Expenditure must be considered for each team, and further more for each project and staff member within that team; rather than biased towards the whole organisation.
2. Each team to work on the basis of a balanced budget, recognising the cash flow variances brought about by different funding cycles due to financial years, academic years, start dates of funding and payment by results associated activity.
3. Teams that wish to consider forecast budgeting can do so to a maximum of 10% of that team's turnover pro rata'd for the remaining proportion of the financial year and based on evidence of previous positive track record at income generation. However, failure to deliver predicted income must be corrected within the remainder of the financial year.
4. Cash flow monitoring to be conducted on a monthly basis (as opposed to quarterly) and to take full account of Received & Guaranteed, Pipeline and Payment By Results (PBR) income.

Trustees are very grateful to the Finance Department for their diligence in working to present data within these 'new financial rules' and also thank all staff, especially operational managers, who have needed to adapt to a different way of working where financial scrutiny sits alongside the prime objective of meeting operational targets.

Funding

Against strategic objective 4, Trustees recognise the importance of our partnerships. The trustees wish to acknowledge the support of the following organisations who have supported Motiv8 over 2014/15 and without whom the charity would be unable to operate:

- Portsmouth City Council
 - Integrated Targeted Youth Support Service (ITYSS)
 - Positive Activities including Duke of Edinburgh
 - Transition and Capacity Fund
 - Community Cycle Hub
 - EU Comenius Project
 - 'Delivering Differently' Consultancy
- Hampshire County Council
 - Youth Support Service (YSS)
 - Intensive Family Support Service/Transform (via Barnardo's)
 - Children's Services Integrated (CSI) Grant to Voluntary Sector
 - County Councillor Grants
- Gosport Borough Council
 - Local supporting troubled families
 - Bicycle Recycling
 - You Decide
 - Music Project
 - Workplace experience
 - Mayor of Gosport
- Havant Borough Council
 - Community Safety (Divert and Detached)
 - Community Alcohol Partnership Hayling
 - Local supporting troubled families
- Fareham Borough Council
 - Local supporting troubled families

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TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

- Hampshire Office of the Police & Crime Commissioner:
 - Operation Divert
 - Intensive Support Services
- European Social Fund / Skills Funding Agency / Barnardo's (NEET reduction/prevention)
- Lottery
 - We Big Local (Wecock Farm, Havant)
 - Music Project, Gosport
- Hampshire and Isle of Wight Charitable Foundation:
 - Sherival Award
 - Apprentice Scheme in partnership with Youth Options
- Schools and Colleges:
 - Portsmouth College
 - South Downs College
 - The Key Centre, Gosport
 - Brune Park Community College, Gosport
 - Henry Cort School, Fareham
 - Brookfield School, Fareham
 - Lord Wilson School, Fareham
 - Park Community School, Havant
 - Park Community Ventures, Havant
 - Cowplain School, Havant
 - Crookhorn School, Havant
 - Warblington School, Havant
 - Oasis Academy Mayfield, Southampton
- Pompey In The Community (NCS)
- LandAid Charitable Trust
- J Paul Getty Jr Charitable Foundation
- Hampshire Alliance (supervision)
- Pfizers
- Shoosmiths
- Individuals: Mr and Mrs Bolton, Mrs Cole,
- University of Portsmouth

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

Future plans

Motiv8 has been operating to deliver The Business Plan 2013-16 for the past 12 months and at present considers that the strategic objectives set out within it will serve the organisation well over the final 12 months of the plan.

The current Business Plan recognises the importance of Motiv8 having a presence within communities that we serve; whilst acknowledging that in challenging times we may not be able to deliver everything that we might wish to but being there as a consistent, professional and accessible organisation is even more important when the environment around us is changing so rapidly.

The Executive Summary of the Business Plan 2013-2016 which sets out future plans:

Executive Summary

Motiv8 is an independent, Portsmouth and Hampshire based charity that works to improve the life chances of young people and their families by providing high quality targeted support to those identified as being at greatest need. Core activities centre around work in the Community, delivery in Schools and supporting young people into Employment. Front line staff, both paid and unpaid, are based in geographical teams with emphasis placed on priority neighbourhoods identified using national data and local intelligence.

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

Mission

Motiv8 exists to improve the life chances of young people. We do this to reduce the risk of offending, anti-social behaviour and disengagement from learning or employment.

Vision

Our vision is a society where all young people are healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

Values - our work is guided by the following values:

- Building **positive relationships and trust** with young people, their parents/carers; and wider stakeholders such as commissioners, referral agencies and partner organisations.
- Providing **high quality, reliable and supportive services** that meet **identified needs**.
- Actively promoting **consultation and participation** with young people, our staff, other organisations and the local community.
- Striving for **excellence through continuous improvement** and committing resources to **innovation and creativity**.
- Being a high quality employer, supporting and **investing in all our people**, including unpaid staff e.g. volunteers and students, to ensure that staff remain motivated.
- We want the very best for all young people and to achieve this **we do what we say**.

Strategic Objectives – our strategic objectives for the period 2013-2016 are to:

1. Maintain community based Targeted youth and family delivery in all geographic areas.
2. Create more real employment opportunities for young people.
3. Develop participation opportunities for unpaid staff (volunteer, student, work experience).
4. Be recognised as a partner of choice.
5. Have robust infrastructure, business systems and resources.
6. Be sustainable with a focus on increasing proportion of non-statutory income.

Key Local Benefits

When we work in neighbourhoods targeted by our programmes, there is a demonstrable, long-term reduction in crime and anti-social behaviour because we have embedded consistent trusted adults working in teams in the communities they serve. These teams:

- are entrepreneurial in meeting changing needs and creating new opportunities.
- provide leadership capacity to engage in strategic Partnership arrangements.
- are resilient to changes in the political, economic and social landscape.

Success Measures – we measure success against the following key measures:

- A reduction in the number of first time entrants to the youth criminal justice system
- A reduction in the re-offending rates among young people
- Improved attendance at secondary school, contributing to improved and accredited attainment both in school and beyond
- Young people over 16 progressing in Education or moving into Training or Employment.

A full copy of the Business Plan 2013-2016 is available on the Motiv8 website.

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 MARCH 2015

CHANGES IN FIXED ASSETS

The movements in fixed assets in the year are set out in note 11 to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company and charity law requires the trustees to prepare accounts 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, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees have:

- selected suitable accounting policies and then applied them consistently;
- observed the methods and principles in the Charities SORP;
- made judgements and estimates that are reasonable and prudent; and
- prepared the accounts on the going concern basis.

The trustees have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are also responsible for keeping proper accounting records which 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 Companies Act 2006. 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 and to provide reasonable assurance that:

- the charity is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained and financial information used within the charity or for publication is reliable;
- the charity complies with relevant laws and regulations.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

AUDITORS

A resolution proposing that Jones Avens be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on **23 July** 2015 and signed on their behalf



TRUSTEE

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MOTIV8 SOUTH LIMITED

We have audited the accounts of Motiv8 South Limited for the year ended 31 March 2015 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Charitable Company Balances Sheets and the related notes set out on pages 16 to 29. These accounts have been prepared under the accounting policies set out on page 19 and 20.

This report is made solely to the company's members, as a body, in accordance with Section 495 and 496 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members 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 charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As described on page 13 the trustees, who are also the directors of Motiv8 South Limited for the purpose of company law, are responsible for the preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for satisfying themselves that the charity's accounts give a true and fair view.

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts. Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion

In our opinion the accounts:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its income and expenditure, in 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 Companies Act 2006 and the Charities Act 2011.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITORS' REPORT (Continued) TO THE MEMBERS OF MOTIV8 SOUTH LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts of the parent company are not in agreement with the accounting records and returns:
or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



TIMOTHY PETER MILLETT ACA (Senior Statutory Auditor)
For and on behalf of Jones Avens
Chartered Accountants
Statutory Auditor
53 Kent Road
Southsea
Hampshire
PO5 3HU

Dated: *23 July 2015*

MOTIV8 SOUTH LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2015

	Notes	Unrestricted Funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
<u>Incoming Resources from Generated Funds</u>						
Voluntary income	2	40,821	-	1,384	42,205	48,403
Investment income	3	317	-	-	317	2,755
		41,138	-	1,384	42,522	51,158
Incoming Resources from Charitable Activities	4	1,276,351	-	127,422	1,403,773	1,333,541
Activities for generating funds						
Bicycle Recycling South Limited	5	205,233	-	-	205,233	-
Total Incoming Resources		1,522,722	-	128,806	1,651,528	1,384,699
<u>Resources Expended</u>						
<u>Costs of Generating Funds</u>						
Income generation and publicity Costs		39,337	-	-	39,337	46,329
Bicycle Recycling South Limited		197,593	-	-	197,593	-
Net incoming resources available		1,285,792	-	128,806	1,414,598	1,338,370
<u>Charitable Activities</u>						
Provision of Services for Young People		1,318,601	-	78,332	1,396,933	1,264,645
Governance Costs		15,000	-	-	15,000	24,844
Total Resources Expended	6	1,570,531	-	78,332	1,648,863	1,335,818
<u>Net (outgoing)/incoming resources before transfers</u>						
Gross transfers between funds	9	(47,809) 37,751	- (34,869)	50,474 (2,882)	2,665 -	48,881 -
Net expenditure/income for the year/ net movement in funds		(10,058)	(34,869)	47,592	2,665	48,881
Fund Balances at 1 April 2014		65,754	287,769	27,035	380,558	331,677
Fund Balances at 31 March 2015		55,696	252,900	74,627	383,223	380,558

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes form part of these financial statements

MOTIV8 SOUTH LIMITED

CONSOLIDATED BALANCE SHEET AS AT 31 MARCH 2015

	Notes	£	2015 £	£	2014 £
Fixed assets					
Tangible assets	11		202,900		212,770
Programme related assets	13		5,000		5,000
			<u>207,900</u>		<u>217,770</u>
Current assets					
Stocks		5,385		4,933	
Debtors	14	397,098		111,717	
Cash at bank and in hand		161,214		163,494	
			<u>563,697</u>	<u>280,144</u>	
Creditors: amounts falling due within one year	15	(388,374)		(117,356)	
Net current assets			<u>175,323</u>		<u>162,788</u>
Total assets less current liabilities			<u>383,223</u>		<u>380,558</u>
Income funds					
Restricted funds	17		74,627		27,035
Unrestricted funds:					
Designated funds	18		252,900		287,769
Other charitable funds					
General fund		55,695		65,754	
Reserves retained within Bicycle Recycling Limited		1		-	
			<u>55,696</u>		<u>65,754</u>
			<u>383,223</u>		<u>380,558</u>

The accounts were approved by the Board... 23 July 2015



Professor Mark Button – Chair
Trustee

Company Registration No. 3512607

The notes form part of these financial statements

MOTIV8 SOUTH LIMITED

COMPANY BALANCE SHEET AS AT 31 MARCH 2015

	Notes	£	2015 £	£	2014 £
Fixed assets					
Tangible assets	11		202,900		212,769
Investments	12		1		1
Programme related assets	13		5,000		5,000
			<u>207,901</u>		<u>217,770</u>
Current assets					
Stocks		22		4,933	
Debtors	14	412,970		111,717	
Cash at bank and in hand		147,515		163,494	
			<u>560,507</u>	<u>280,144</u>	
Creditors: amounts falling due within one year	15	(385,186)		(117,356)	
Net current assets			<u>175,321</u>	<u>162,788</u>	
Total assets less current liabilities			<u>383,222</u>	<u>380,558</u>	
Income funds					
Restricted funds	17		74,627		27,035
Unrestricted funds:					
Designated funds	18		252,900		287,769
Other charitable funds			55,695		65,754
			<u>383,222</u>	<u>380,558</u>	

The accounts were approved by the Board... *23 July 2015*



Professor Mark Button – Chair
Trustee

Company Registration No. 3512607

The notes form part of these financial statements

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

The statement of financial activities and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking.

1.2 Incoming resources

Donated services and facilities are included at estimated market value being the estimated value of the service or facility received.

Income from donations and grants, including capital grants, is included in incoming resources when receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.3 Resources expended

Resources expended include irrecoverable VAT, are accounted for on an accruals basis, classified under appropriate headings and apportioned where necessary.

Fundraising and publicity costs include directly incurred expenses and time apportioned salary costs.

Direct charitable expenditure includes all expenditure directly related to the objects of the charity.

Governance costs are incurred in the governance of the charity and are primarily associated with constitutional and statutory requirements.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated	
Freehold Buildings	2% straight line
Leasehold property	Over the period of the lease
Fixtures, fittings and equipment	20-25% straight line
Motor vehicles	20 - 50% straight line

The fixed assets are reviewed for impairment.

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

1 Accounting policies (Continued)

1.5 Leasing and hire purchase commitments

Operating lease rentals are recognised in the statement of financial activities as incurred.

1.6 Investments

Fixed asset investments are stated at market value.

1.7 Stock

Stock is valued at the lower of cost and net realisable value.

1.8 Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.9 Accumulated funds

Restricted funds are funds subject to specific conditions imposed by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

Designated funds have been set up to assist in identifying those funds which are not free funds. They represent amounts which have been put aside out of unrestricted funds at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Unrestricted funds represent funds which are expendable at the discretion of the trustees in the furtherance of the objects of the charity.

2 Voluntary income

	Unrestricted Funds £	Restricted funds £	Total 2015 £	Total 2014 £
Individual donations	9,771	1,384	11,155	10,374
Donated services and facilities	31,050	-	31,050	38,029
	<u>40,821</u>	<u>1,384</u>	<u>42,205</u>	<u>48,403</u>

Donated services and facilities comprise the estimated market value of legal services, peppercorn rents, vehicle maintenance and printing services.

3 Investment Income

	Unrestricted Funds £	Restricted funds £	Total 2015 £	Total 2014 £
Interest receivable	317	-	317	2,755
	<u>317</u>	<u>-</u>	<u>317</u>	<u>2,755</u>

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

4 Incoming resources from charitable activities

	Unrestricted Funds £	Restricted funds £	Total 2015 £	Total 2014 £
Service level agreements, grants and other income	1,276,351	127,422	1,403,773	1,271,764
Bicycle Recycling Project	-	-	-	61,777
	<u>1,276,351</u>	<u>127,422</u>	<u>1,403,773</u>	<u>1,333,541</u>

Included within income relating to Service level agreements, grants and other income are the following:-

Portsmouth City Council Integrated Targeted Youth Support Service	170,094	200,000
Portsmouth City Council Positive Activities	142,500	-
Portsmouth City Council Bicycle Recycling	60,000	33,000
Barnardo's NEET Funding (Phase II)	151,447	153,015
Barnardo's Transform (Hampshire Intensive Family Support Service)	247,321	226,322
Hampshire County Council Youth Support Service	351,500	356,500
Hampshire County Council Children's Services Integrated Grant	19,969	63,456
Hampshire Office of the Police & Crime Commissioner		
Intensive Support Services	27,600	2,620
Operation Divert	18,643	-
LandAid Charitable Trust Limited	50,000	9,500

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

5 Income from trading activities of subsidiary

Bicycle Recycling Limited operates community cycle venues in Portsmouth and Gosport carrying out servicing and repairs, second hand bike sales and bicycle maintenance. It also offers apprenticeships and opportunities to volunteer.

16 January 2014
to 31 March 2015
£

Income

Bicycle sales, servicing, courses, merchandise and bike hire	101,853
Grants received	99,882
Other income	3,441
Interest received	57

205,233

Expenditure

Cost of sales	36,733
Salaries, wages and other staff costs	139,854
Utilities and support costs	26,851
<u>Less:</u> Intercompany adjustment	(5,845)

197,593

Net profit

7,640

Less: Intercompany adjustment

(5,845)

Net profit as per Subsidiary accounts

1,795

Amount distributed to charity

(1,795)

-

Total assets

19,608

Total liabilities

(19,607)

Funds (representing share capital and reserves)

1

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

6 Total resources expended

	Staff Costs £	Depreciation £	Other Costs £	Total 2015 £	Total 2014 £
Cost of generating funds					
Income generation and publicity costs	36,967	-	2,370	39,337	46,329
Bicycle Recycling South Limited	139,854	-	57,739	197,593	-
Charitable activities					
Provision of services for young people					
Activities undertaken directly	1,091,366	14,555	291,012	1,396,933	1,264,645
Governance costs	-	-	15,000	15,000	24,844
	<u>1,268,187</u>	<u>14,555</u>	<u>366,121</u>	<u>1,648,863</u>	<u>1,335,818</u>

Governance costs includes payments to the auditors of £4,300 (2014: £4,228) for audit fees and £4,567 (2014: £3,450) for other services.

7 Activities undertaken directly

	2015 £	2014 £
Other costs relating to Provision of Services for Young People comprise:		
Other staff costs	19,716	11,915
Staff training	11,962	11,165
Staff travel and subsistence	36,205	26,350
Bike and Tuck shop expenses	115	15,064
Partnered delivery	30,800	35,307
Volunteer expenses	2,872	4,440
Consultancy	3,000	-
Activities	55,599	36,114
Rent	46,423	48,518
Rates	3,689	4,573
Insurance	5,500	6,780
Utilities	7,201	7,711
Property maintenance	10,357	13,214
Telephone	14,043	15,601
Printing, postage and stationery	5,752	6,651
Motor expenses and vehicle hire	15,431	15,957
Repairs and renewals	1,669	3,052
Computer expenses	16,858	14,402
Subscriptions	3,371	1,603
Sundry expenses	449	464
Lease payments	-	237
	<u>291,012</u>	<u>279,118</u>

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

8 Trustees

None of the trustees or any persons connected with them received any remuneration or expenses during the year. One trustee, C Andow, was reimbursed travelling expenses of £71.

9 Transfers

The transfers in the year were as follows:

	Unrestricted Funds £	Designated Funds £	Restricted Funds £
Fixed assets fund	9,869	(9,869)	-
Organisation development	25,000	(25,000)	-
Depreciation transfers	2,882	-	(2,882)
	<u>37,751</u>	<u>(34,869)</u>	<u>(2,882)</u>

10 Employees

Number of employees

The average monthly number of employees during the year was

	2015 Number	2014 Number
Chief Executive	1	1
Direct Charitable Staff	60	44
	<u>61</u>	<u>45</u>

	2015 £	2014 £
Employment costs		
Wages and salaries	1,170,432	925,064
Social security costs	89,152	73,009
Other pension costs	8,603	7,452
	<u>1,268,187</u>	<u>1,005,525</u>

There were no employees whose annual remuneration was £60,000 or more.

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

11 Tangible fixed assets

	Freehold Land & Buildings £	Leasehold Land & Buildings £	Computer Equipment £	Fixtures, fittings & Equipment £	Motor vehicles £	Total £
Cost						
At 1 April 2014	189,399	18,427	41,371	45,759	52,906	347,862
Additions	386	-	-	-	4,300	4,686
Disposals	-	(6,980)	-	-	-	(6,980)
At 31 March 2015	189,785	11,447	41,371	45,759	57,206	345,568
Depreciation						
At 1 April 2014	7,639	16,883	40,189	25,132	45,250	135,093
Charge for the year	3,188	1,544	799	2,857	6,167	14,555
Eliminated on disposal	-	(6,980)	-	-	-	(6,980)
At 31 March 2015	10,827	11,447	40,988	27,989	51,417	142,668
Net book value						
At 31 March 2015	178,958	-	383	17,770	5,789	202,900
At 31 March 2014	181,760	1,544	1,182	20,627	7,656	212,769

12 Fixed asset investments

	£
Market value at 1 April 2014	-
Acquisitions at cost	1
Market value at 31 March 2015	1
Historical cost:	
At 31 March 2015	-
At 31 March 2014	1

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

12 Fixed asset investments (continued)

Holdings of more than 20%

The company holds more than 20% of the share capital of the following companies:

Company	Country of registration or Incorporation	Class	Shares held %
Subsidiary undertakings			
Bicycle Recycling South Limited	England and Wales	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial period were as follows:

	Capital and Reserves	Profit/(loss) for the period 16 January 2014 to 31 March 2015
	£	£
Principle Activities		
Operation of Community Cycle Venues	1	-

Bicycle Recycling South Limited was incorporated on 16 January 2014.

13 Programme related assets Group and Company

	£
At 1 April 2014 and At 31 March 2015	5000

Motiv8 South Limited owns 5,000 £1 shares in Portsmouth Area Regeneration Trust (IPS) Limited part of PARITY Trust which supports the regeneration of deprived areas of southern Hampshire by providing affordable loans to people who cannot access finance from mainstream organisations. The investment can be withdrawn upon giving six months notice and represents less than 5% of the called up share capital of the society.

14 Debtors

	Group 2015 £	Company 2015 £	Group 2014 £	Company 2014 £
Trade debtors	348,691	348,144	-	96,045
Amounts owed by group undertakings	-	16,419	-	-
Other debtors	1,789	1,789	-	2,572
Prepayments and accrued income	46,618	46,618	-	13,100
	397,098	412,970	-	111,717

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

15 Creditors: amounts falling due within one year

	Group 2015 £	Company 2015 £	Group 2014 £	Company 2014 £
Trade creditors	29,215	27,989	-	11,103
Taxes and social security costs	24,079	22,117	-	18,809
Accruals	335,080	335,080	-	87,444
	<u>388,374</u>	<u>385,186</u>	<u>-</u>	<u>117,356</u>

Accruals includes deferred income of £314,757 (2014: £68,309) in respect of projects where funding has been received in advance of the following year.

16 Pension and other post-retirement benefit commitments Defined contribution

The charity will contribute 3% of an employee's salary to a Friends Provident Stakeholder Pension Scheme if the employee pays contributions of 3% or more. Contributions were paid in respect of seven employees (2014: ten employees).

	2015 £	2014 £
Contributions payable by the company for the year	<u>8,603</u>	<u>7,452</u>

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2014	Incoming resources	Resources expended	Transfers to General Funds	Balance at 31 March 2015
LandAid Charitable Trust Limited	8,157	50,000	-	(916)	57,241
J Paul Getty Junior Charitable Trust	-	30,000	(30,000)	-	-
OPPC	-	20,243	(20,243)	-	-
PCC Capacity & Transition Fund	-	13,500	(13,500)	-	-
Big Lottery Fund	-	9,628	(9,628)	-	-
Other	1,185	3,185	(2,711)	-	1,659
Hampshire and Isle of Wight Community Foundation	-	2,250	(2,250)	-	-
Bicycle Recycling	17,693	-	-	(1,966)	15,727
	<u>27,035</u>	<u>128,806</u>	<u>(78,332)</u>	<u>(2,882)</u>	<u>74,627</u>

LandAid Charitable Trust Ltd donated £9,500 to install and equip a kitchen at Toronto Place, Gosport. This year LandAid have awarded a grant of £50,000 for a new build ground floor extension to Toronto Place. Building will begin in the next financial year.

MOTIV8 SOUTH LIMITED

NOTES TO THE ACCOUNTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

17 Restricted funds (continued)

The J. Paul Getty Jr Charitable Trust has donated £60,000 over a two year period to provide targeted support for vulnerable young people with effect from July 2013.

The Office of the Police & Crime Commissioner donated £4,000 for a Divert Project of which £1,600 was receivable during the year. A further £18,643 was awarded to provide four Divert Programmes before 31 March 2015.

Portsmouth City Council provided £13,500 from their Voluntary Sector Capacity & Transition Fund for the reconfiguration and enhancement of services. This was utilised in the year.

The Big Lottery Fund awarded a grant of £16,508 through its Local Papers programme to fund a year long project for a Gosport music night for young people in Gosport, Fareham and Portsmouth where they can learn to focus their energies and issues on producing music.

Hampshire and Isle of Wight Community Foundation made two awards to fund 50% of the costs of employing an apprentice of which £2,250 was receivable in the year.

Portsmouth City Council donated Fixtures, Tools and Equipment to the Community Cycle Hub valued at £17,693. The fund will be released over nine years from 1 April 2014 to match the contract and the depreciation charged.

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2014	Movement in funds		Balance at 31 March 2015
		Incoming resources	Transfers to General Fund	
Fixed Assets Fund	212,769	-	(9,869)	202,900
People Development and Benefits Package Funds	5,000	-	-	5,000
Social Enterprise Fund	30,000	-	-	30,000
Premises Fund	15,000	-	-	15,000
Organisation Development	25,000	-	(25,000)	-
	<u>287,769</u>	<u>-</u>	<u>(34,869)</u>	<u>252,900</u>

The Fixed Asset Fund is an amount equivalent to the net book value of fixed assets at the balance sheet date.

The Organisation Development Fund was expended in the year.

MOTIV8 SOUTH LIMITED

NOTES TO THE FINANCIAL STATEMENTS (Continued) FOR THE YEAR ENDED 31 MARCH 2015

19 Analysis of net assets between funds Group

	Unrestricted Funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2015 are represented by:				
Tangible fixed assets	-	202,900	-	202,900
Programme related assets	5,000	-	-	5,000
Net Current assets	50,696	50,000	74,627	175,323
	<u>55,696</u>	<u>252,900</u>	<u>74,627</u>	<u>383,223</u>

Company

	Unrestricted Funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 March 2015 are represented by:				
Tangible fixed assets	-	202,900	-	202,900
Investments	1	-	-	1
Programme related assets	5,000	-	-	5,000
Net Current assets	50,694	50,000	74,627	175,321
	<u>55,695</u>	<u>252,900</u>	<u>74,627</u>	<u>383,222</u>

20 Commitments under operating leases

At 31 March 2015 the company had annual commitments under non-cancellable operating leases as follows:

	Land and Buildings		Other	
	2015 £	2014 £	2015 £	2014 £
Expiry date:				
Within one year	4,580	4,580	-	-
Between two and five years	6,000	6,000	2,912	2,912
	<u>10,580</u>	<u>10,580</u>	<u>2,912</u>	<u>2,912</u>