Companies Mouse.

PLYMOUTH COMMUNITY PARTNERSHIP LIMITED

Company Number: 3175989 Charity Number: 1079113

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2005



BISHOP FLEMING CHARTERED ACCOUNTANTS PLYMOUTH

FINANCIAL STATEMENTS

for the year ended 31 March 2005

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LEGAL AND ADMINISTRATIVE INFORMATION

Company registration number:

3175989

Charity registration number:

1079113

Registered office:

The Old Treasury Building

Catherine Street

Plymouth Devon

Directors / trustees:

M Aspinall (Chair)

J Watkins (Vice - Chair)

Z Moyse

D Jasper-Eustis

N Edwards (resigned 16 December 2004)

G J Plumb A A Williams

Director of Operations:

G Constable

Secretary:

G Constable

Auditors:

Bishop Fleming

Chartered Accountants and

Registered Auditors Cobourg House Mayflower Street

Plymouth Devon

Bankers:

Royal Bank of Scotland

Old Town Street

Plymouth Devon

Unity Trust Bank Nine Brindley Place 4 Oozells Square Birmingham

TRUSTEES' REPORT

31 March 2005

The Trustees are pleased to present their reports together with the financial statements of the charity for the year ended 31 March 2005. Legal and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Legal and administrative information

Status

The organisation is a charitable company limited by guarantee incorporated on 21st March 1996 and is a registered charity.

Directors and Trustees

The directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. As set out in the Articles of Association the trustees are elected at the AGM to serve for a period of 3 years.

The trustees serving during the year and since the year end are listed on page 1.

Objects of the charity

The principle objects of the charity are to promote urban regeneration in areas of social and economic deprivation in the city of Plymouth. Also to promote and organise co-operation to achieve these objectives by bringing voluntary and community organisations into association and create partnerships with the local statutory authorities within the city of Plymouth.

Review of activities

The services we provide.

We provide a specialist capacity building service to organisations in the community and voluntary sector within the city of Plymouth. These services are provided by an experienced and skilled staff team and supported by the Board of Trustees.

Representation

We provide two levels of representation. One through the election of community representatives onto strategic partnership bodies the other through the involvement of staff in strategic partnership working. This provides a perspective and voice for the sector at both an operational and strategic level.

Training

Our training programme lies at the centre of our activities and provides a comprehensive set of opportunities for member groups. Through this programme they can gain qualifications or do one day sessions. We also provide our training service on an outreach basis where groups have a particular need to develop a group of staff or trustees. Members can also experience taster sessions at our Annual Conference which is always well attended.

Funding advice

The Partnership provides different levels of funding advice dependent on need. One worker specialises in advice on small grant sources and advice on the application process. Whilst the other worker provides advice on larger funding sources and advice and help on developing the requisite business plan. This service is complemented by the provision of a funding information newsletter that goes out to all members each month, this is often the only funding information that groups receive.

Legal and start up advice

This specialist service provides groups, especially new groups, with all the information they need to start up and develop with all the legal and administrative information that they will require. We believe that this approach gives groups the best possible help towards sustainable development.

TRUSTEES' REPORT (continued)

31 March 2005

Review of activities – continued

Community Accountancy Service

This again is a twofold service, one part delivering a payroll service the other providing financial advice. Our payroll service is well used by groups who cannot put in place a BACS system because they are too small, it is also used by groups who find it more cost effective to use this than employ someone to carry out this task. The second element of the service provides groups with much needed financial advice on systems and the provision of an Examination of Accounts service.

Networking Opportunities

Our Annual Conference held in July each year provides a platform for community organisations to display their services and network with each other, this is always well attended (usually over 120 people) by a good range of different groups.

As the lead organisation in the Plymouth Community Network we provide a raft of opportunities for members to meet together and discuss pertinent issues. We also keep people informed through a website and regular newsletter.

Resource Centre

Our city centre based resource suite enables members to access computers and the internet, alongside a comprehensive range of information which is paper based. This information ranges from charity commission leaflets to funding sources. They can also produce their own publicity with support and advice from a skilled worker.

Information and advice

We ensure our members are kept up to date and well informed with information that they need to be effective and efficient. One way is through our two monthly newsletters 'Mailout' and 'Funding Information for Groups'.

We regularly update our website with new information and ensure all our members get a copy of our training programme which is produced twice a year.

Developments over the last year

Alongside the Governments agenda for modernising the voluntary sector infrastructure PCP has become the lead organisation and accountable for the Change Up programme in the city. This will lead to an increase in the capacity and quality of infrastructure organisations such as PCP to deliver services to frontline organisations working with communities across the city.

Future strategy of PCP

PCP aims to provide the best possible service to community and voluntary sector groups in the city. We will remain at the forefront of capacity building support through utilisation and development of best practice.

PCP is actively involved in the provision of training and development opportunities that will enable its members to maintain and improve the delivery of services to local communities. Our training and development strategy for the future will be based on the findings from the Change Up programme and the needs of the community and voluntary sector in the city.

Organisation

There are currently 275 members of the Partnership. Each member shall further, to the best of their ability, the objects, interests, and influence of the Partnership. The Trustees are appointed by the members of the organisation. Full responsibility for the running of the Charity is vested in the Trustees, who by reason of the incorporation of the Charity, are also Directors of the Company. The Trustees can appoint from the membership to fill any vacancy that arises until the next AGM.

TRUSTEES' REPORT (continued)

31 March 2005

Organisation - continued

A board of trustees of up to 10 members, who meet once every six weeks, administers the charity. There are sub-committees covering Personnel, Finance and Membership. A Director is appointed by the trustees to manage the day-today operations of the charity.

Investment powers

Under the memorandum and articles of the association, the charity has the power to the make any investment which the trustees see fit.

Future Strategy

The charity plans continuing the activities as outlined above in the forthcoming years subject to satisfactory funding arrangements.

Reserves Policy

The Trustees believe that the charity should hold financial reserves (the Emergency Operating Reserve – EOR) because:

• It requires protection against, and the ability to continue operating despite catastrophic or lesser but damaging events.

The trustees believe that the minimum level of the EOR should be the equivalent of 50% of operating costs i.e. £262,000 calculated and reviewed annually, and built up to the desired level in stages in accordance with the charity's overall financial position and its need to maintain its charitable activities. This approximates to the value of staff redundancy and other costs should the charity dissolve. The general unrestricted reserve is detailed under note 9, together with restricted funds.

Risk Review

The trustees have conducted its own review of the major risks to which the charity is exposed and systems have been established to mitigate those risks.

The key risks identified were:

- The introduction of activities that are outside our objects and powers, this would be addressed through a protocol for reviewing new projects to ensure consistency with objects, powers and terms of funding.
- Loss of key staff which would be addressed through undertaking succession planning, ensuring the appropriate systems are in place and through appropriate training.
- Competition from other organisations which would be addressed through ensuring our profile is good by regular contact with funders and a fund raising strategy.
- Disaster recovery and planning, although the organisation has sound procedures in place for IT recovery we will put in place a plan for alternative accommodation.
- Dependency on income sources is key to the organisation within the present climate and we will need to identify our major dependencies, put in place an adequate reserves policy and diversification plan.

Related Parties

Trustees and management of the charity are required to disclose connections with any organisation applying to Plymouth Community Partnership Limited for funding or being considered as a supplier. In such circumstances, the relevant individual takes no part in the related decision making process.

As mentioned in note 9 to the financial statements the charity is the lead organisation and accountable body for the Community Empowerment Fund. The other partner organisations have no influence over the policies and decisions of Plymouth Community Partnership and are not deemed to be related parties.

TRUSTEES' REPORT (continued)

31 March 2005

Some 275 separate groups are members of the charity. The transactions with these member organisations are at arm's length and none are deemed to be material.

Trustees' responsibilities in relation to the financial statements

Company law requires the trustees to prepare financial statements that give a true and fair view of the state of the affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 1985. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

A resolution will be proposed at the Annual General Meeting that Bishop Fleming be re-appointed as auditors to the charity for the ensuing year.

Small Company Exemptions

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

Approved by the trustees on 24 November 2005 and signed on its behalf by:

M Aspinall (Chair)

Mistspirall

INDEPENDENT AUDITORS' REPORT

Auditors' report to the members of Plymouth Community Partnership Limited

We have audited the financial statements of Plymouth Community Partnership Limited for the year ended 31 March 2005 on pages 7 to 14. These financial statements have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and the accounting policies set out on page 9.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. 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 auditors' 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 company and the company's 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 5, the trustees, who are also the directors of Plymouth Community Partnership Limited for the purposes of company law, are responsible for the preparation of the trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are prepared in accordance with applicable law. We also report to you if, in our opinion, the trustees' annual report is not consistent with the financial statements, if the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' emoluments and transactions with the charity is not disclosed.

We read other information contained in the trustees' annual report, and consider whether it is consistent with the audited financial statements. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2005 and of its incoming resources and application of resources, including its income and expenditure, in the year then ended and have been properly prepared in accordance with the provisions of the Companies Act 1985.

Bishop Fleming
Chartered Accountants and
Registered Auditors
Cobourg House
Mayflower Street
Plymouth

STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account)

for the year ended 31 March 2005

	Notes U	nrestricted Funds £	Restricted Funds £	Total 2005 £	Total 2004 £
Incoming resources Activities to further the charity's objects:					
Grants and contracts Other income	2	324,181 47,477	184,278	508,459 47,477	568,117 25,513
In kind income Bank deposit interest		16,656 3,842	2,301	16,656 6,143	16,656 3,027
Total incoming resources		392,156	186,579	578,735	613,313
Resources expended					
Charitable expenditure:	2		47 407	47 407	1 502
Grants payable Furtherance of objectives	3 3	293,629	47,497 231,031	47,497 524,660	1,503 505,813
Management and administration	3	3,000	-	3,000	2,994
Total resources expended		296,629	278,528	575,157	510,310
Net incoming / (outgoing) resources before transfers		95,527	(91,949)	3,578	103,003
Transfers between funds	9	(738)	738	-	-
Net incoming / (outgoing) resources		94,789	(91,211)	3,578	103,003
Total funds at 1 April 2004		106,968	93,727	200,695	97,692
Total funds at 31 March 2005		201,757	2,516	204,273	200,695

Movement in funds are disclosed in note 9 to the financial statements.

All of the above results are derived from continuing activities. There are no gains or losses in the year other than those shown above.

BALANCE SHEET

at 31 March 2005

•		:	2005	;	2004
	Notes	£	£	£	£
FIXED ASSETS Tangible assets	6		11,841		11,038
CURRENT ASSETS Stocks Debtors Cash at bank and in hand	7	1,200 147,839 52,194		1,200 63,643 133,775	
CREDITORS: amounts falling due within one year	8	201,233 (8,801)		198,618 (8,961)	
Net current assets			192,432		189,657
NET ASSETS			204,273		200,695
Unrestricted funds Restricted funds	9 9		201,757 2,516		106,968 93,727
TOTAL FUNDS			204,273		200,695

These accounts are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities.

The financial statements on pages 7 to 14 were approved by the Trustees on 24 November 2005 and signed on their behalf by:-

M Aspinall Chair

Mrtsprall

NOTES ON FINANCIAL STATEMENTS

31 March 2005

1. Accounting policies

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice – "Accounting and Reporting by Charities (SORP 2000)", applicable standards and the Companies Act 1985. The principal accounting policies adopted in the preparation of the financial statements are as follows:-

Income recognition from grants

Income from grants is included in incoming resources when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. If the grants are received as an "up front" payment for which the conditions of payments have yet to be met then this income is deferred until the conditions have been met

In kind income and expenditure

In kind income and expenditure is included in the Statement of Financial Activities at estimated values.

Restricted projects

The charity runs a number of projects which are financed by the public sector and European monies. The funds for these projects are restricted and accounted for as such.

At the end of a specific project a surplus or deficit balance may be transferred to unrestricted general funds at the discretion of the trustees and if permitted by the funder.

Fund accounting

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is shown in the notes to the financial statements.

Tangible fixed assets

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value over their estimated useful lives as follows:-

Office equipment5 yearsFixtures and fittings5 yearsComputer equipment3 years

Stocks

Stocks are valued at the lower of cost and net realisable value.

Basis of allocation of expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Grants

The charity administers the Community Empowerment Fund, which aims to increase and improve the involvement of local community and voluntary sector groups in the Local Strategic Partnership in Plymouth. The criteria for the use of the grants are governed by the contract between the charity and the First Secretary of State.

Pensions - defined contribution scheme

The charity operates a defined contribution scheme, the assets of which are held in independently administered funds. Contributions are charged to the Statement of Financial Activities as they become payable.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities over the period in which the cost is incurred.

NOTES ON FINANCIAL STATEMENTS

31 March 2005

2. Grants and contracts received

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		Unrestricted Funds	Restricted Funds	Total 2005	Total 2004
	Single Degeneration Dudget	£	£	£	£
	Single Regeneration Budget Plymouth City Council	57,822 85,000	-	57,822 85,000	16,000 50,000
	Lloyds TSB	85,000	_	83,000	9,000
	Community Fund (NLCB)	-	33,201	33,201	72,018
	European Regional Development Fund	138,914	33,201	138,914	134,122
	Community Empowerment Fund	150,517	92,077	92,077	182,748
	Neighbourhood Renewal Fund	32,765	<i>72</i> ,077	32,765	31,556
	Community Cohesion Pathfinder Programme	52,705	25,000	25,000	44,250
	Community Champions	_	34,000	34,000	15,000
	DCF Community Chest	9,680	-	9,680	13,423
		324,181	184,278	508,459	568,117
3.	Total resources expended				
	Grants payable			2005 £	2004 £
	Community Champions Fund			47,497 ———	1,503
	Furtherance of objectives				
	·	Direct Charitable Expenditure £	Support Costs £	Total 2005 £	Total 2004 £
	G.1. 1	205.150	10.000	215 150	207.027
	Salaries, wages and associated staff costs	305,150	10,000	315,150	297,927
	Premises costs	15,024	1,666	16,690	18,956
	Other costs Audit fee	188,292	1 709	188,292	187,129
	Other accountancy costs	-	1,798	1,798	1,801
	Other accountancy costs	<u></u>	2,730	2,730	
		508,466 ———	16,194 ———	524,660	505,813
	Management and administration				
				2005 £	2004 £
	Audit fee			3,000	2,994

NOTES TO THE FINANCIAL STATEMENTS

31 March 2005

4. Trustees and related parties

The trustees neither received nor waived any emoluments during the year (2004: nil).

One trustee received reimbursement amounting to £213 (2004: £324).

The company has purchased professional indemnity liability insurance costing £578 on behalf of the staff and trustees. (2004: £550).

The Director of Operations, Mrs G Constable, is also a director of Plymouth SRB Partnership Limited, who have provided grants to the company.

There were no transactions with related parties which are required to be disclosed in these accounts.

5. Staff costs

	2005 £	2004 £
	~	~
Wages and salaries	269,379	251,887
Social security costs	26,389	24,540
Pension contributions	12,801	11,807
	308,569	288,234
		

The number of employees whose emoluments as defined for taxation purposes amounted to over £50,000 in the year was nil (2004: nil).

The average number of employees, calculated on a full time equivalent basis, analysed by function was:-

	2005 No.	2004 No.
Furtherance of objectives, including support	<u>14</u>	12

NOTES ON FINANCIAL STATEMENTS

31 March 2005

6.	Tangible fixed assets	Office Equipment £	Fixtures & Fittings	Computer Equipment £	TOTAL £
	Cost		•	C.	~
	At 1 April 2004	14,545	7,398	106,842	128,785
	Additions	3,156	174	4,521	7,851
	At 31 March 2005	17,701	7,572	111,363	136,636
	Depreciation				=======================================
	At 1 April 2004	9,618	3,627	104,502	117,747
	Charge for year	2,127	1,301	3,620	7,048
	At 31 March 2005	11,745	4,928	108,122	124,795
	Net book amount				
	As at 31 March 2005	5,956	2,644	3,241	11,841
	As at 31 March 2004	4,927	3,771	2,340	11,038
			-		

Included within the figures above is equipment belonging to the Community Empowerment Fund with a net book value of £2,516 office equipment (2004: £3,679) and £nil computer equipment (2004: £1,488).

7.	Debtors	2005 £	2004 £
	Trade debtors Accrued income Prepayments	30,245 115,744 1,850	19,101 42,287 2,255
		147,839	63,643
8.	Creditors: amounts falling due within one year	2005 £	2004 £
	Trade creditors Other creditors and accruals	2,271 6,530	3,661 5,300
		8,801	8,961

NOTES ON FINANCIAL STATEMENTS

31 March 2005

9. Movement in funds

	At 1 April 2004 £	Income £	Expenditure £	Transfers £	At 31 March 2005
Unrestricted funds:					
General reserve	40,968	392,156	(296,629)	(124,738)	11,757
Emergency operating reserve	66,000	-	-	124,000	190,000
					
Total unrestricted funds	106,968	392,156	(296,629)	(738)	201,757
		==			
Restricted funds					
Comm. Empowerment Fund	29,120	93,133	(119,636)	(101)	2,516
Community Fund (NLCB)	_	33,201	(33,201)	-	-
Community Cohesion Fund	51,110	26,245	(78,194)	839	-
Community Champions Fund	13,497	34,000	(47,497)	-	-
Total restricted funds	93,727	186,579	(278,528)	738	2,516
Total funds	200,695	578,735	(575,157)	-	204,273

The General reserve represents the free funds of the charity which are not designated for particular purposes.

The Emergency operating reserve represents funds which the trustees have set aside to both protect against, and to continue operating in the event of, damaging events.

Community Empowerment Fund

The Community Empowerment Fund grant is restricted monies to be used by the Plymouth Community Empowerment Consortium to facilitate the setting up of the Plymouth Community Network. Plymouth Community Partnership is the lead organisation and accountable body for the Consortium.

Community Fund

The grants are received from the Community Fund, which is the operating name of the National Lottery Charities Board. During the year grants of £33,201 were received to defray expenditure of a similar amount. The benefits of the project that is financed by the funds are as follows:

- The establishment of a Community Accountancy service available to community groups.
- The establishment of outreach, advice and support work for community groups.
- More groups and individuals will be able to benefit from the work of Plymouth Community Partnership due to the expansion of services.
- Community groups will have more financial and management skills.
- ICT training will be developed to suit the specific needs of the community sector.

Community Cohesion Funds

The grant for the Community Cohesion Pathfinder Programme is a restricted fund to be used solely for the funding of a Pathfinder scheme.

Community Champions Fund

The grant is for the support of community capacity building for the purposes of providing support to individuals aged 18-25 years, inclusive, who are resident in the Plymouth Authority area and who have shown leadership in stimulating community activity. It is also provided to support small scale community inspired projects in the Plymouth area.

NOTES ON FINANCIAL STATEMENTS

31 March 2005

10. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fund balances at 31 March 2005 are			
represented by:			
Tangible fixed assets	9,325	2,516	11,841
Current assets	201,233	-	201,233
Current liabilities	(8,801)	-	(8,801)
Net assets at 31 March 2005	201,757	2,516	204,273

11. Leasing commitments

Operating lease payments amounting to £3,826 (2004: £5,071) are due within one year. The leases to which these amounts relate expire as follows:

	2	2004		
	Land and buildings £	Other £	Land and buildings £	Other £
Between one and five years	-	7,003	-	3,473

12. Guarantees and other financial commitments

The majority of the company's income derives from public sector funding. In accordance with the funding contracts, there are commonly clauses allowing for the clawback of funding previously made, as well as specific assets, if certain events occur or criteria are not met. In the opinion of the board of trustees, this is not likely to occur.

13. Control

The charitable company is controlled by its trustees.

DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2005

	2005			2004	
	£	£	£	£	
Income					
Grants and contracts		508,459		568,117	
Community Cohesion / Champions Fund interest		1,245		-	
Community Empowerment Fund interest		1,056		2,616	
PlymCAS services		4,543		2,943	
Payroll services		16,340		_,	
Other services		6,214		_	
Photocopying / printing services		6,979		4,564	
Membership subscriptions		3,600		, <u>-</u>	
Plymouth City Council (in kind)		16,656		16,656	
Other income (miscellaneous)		1,130		´ -	
Bank deposit interest		3,842		411	
CEF contribution for Newsletter		-		1,500	
CEF contribution for administration costs		8,022		16,506	
Community Cohesion / Champions Fund contributions					
for administration costs		649		-	
		578,735		613,313	
Expenditure					
Grants payable (page 16)	47,497		1,503		
In furtherance of objectives (page 16) 5	24,660		505,813		
Management & administration (page 16)	3,000		2,994		
		575,157		510,310	
Net surplus for the year	_	3,578	_	103,003	

Note – the statutory accounts include 'in kind' income and expenditure valued at £16,656 being the value of accommodation and services provided by Plymouth City Council.

PLYMOUTH COMMUNITY PARTNERSHIP LIMITED DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2005

	2005	2004
	£	£
Grants payable	-	
Community Champions	46,819	1,503
Evaluation and management charge	678	
2 to a management of the go		
	47,497	1,503
	<u> </u>	
Furtherance of objectives		
Salaries & recruitment	224,261	217,057
Other staff costs	7,881	8,051
Community group training	706	603
Recruitment costs	4,482	1,258
Consultants costs	13,704	2,617
Rent & rates	34	2,300
Plymouth City Council in kind:		
- Heating & lighting	4,352	4,352
- Rent & rates	12,304	12,304
Community newsletter	· -	2,989
Other community development	5,437	5,619
Telephone & postage	8,926	5,788
Printing, stationery & office	10,626	12,382
Publicity & marketing	1,569	632
Resource centre materials & books	1,075	755
Subscriptions	1,254	174
Sundry expenses	608	2,839
Depreciation	4,397	7,855
Equipment repairs & maintenance	13,470	4,556
Equipment rental	1,001	5,011
Information system	4,251	3,561
Insurances	2,297	2,050
Annual conference and AGM	4,134	1,952
Bank charges and interest	61	53
Community Cohesion	01	55
- Staff salaries	17,038	9,083
- Travel expenses	357	9,063
- Research	2,000	3,763
- Auditor's fees	881	5,705
- Newsletter	14,723	226
- Central administration costs	477	336
- Training & support		- 1 0 C E
Community Empowerment Fund	42,718	4,865
- Staff salaries	65 070	65.260
- CEN partners	65,970 40,330	65,269
- CEN partiers - CEN events	40,330	72,721
- Other central administration costs	3,377	10.000
- Auditor's fees	925	18,800
	917	15 500
- Publicity & marketing	5,427	15,509
- Other costs	39	7,963
- Depreciation	2,651	2,651
	524 660	505 012
	524,660	505,813
Management and administration		_
Legal & professional fees (including audit)	3,000	2,994
~	=	_,