

REGISTERED NUMBER: 07008450 (England and Wales)

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2021

FOR

CONNECTION CREW CIC

WEDNESDAY

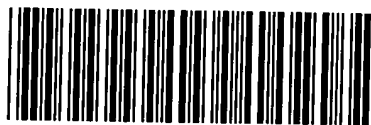


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CONNECTION CREW CIC

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FOR THE YEAR ENDED 30 NOVEMBER 2021**

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CONNECTION CREW CIC

**COMPANY INFORMATION
FOR THE YEAR ENDED 30 NOVEMBER 2021**

DIRECTORS:

Mr W D Rogers
Mr C Dorman

REGISTERED OFFICE:

Unit 1 St James Mews
276 St James Road
London
London
SE1 5JX

REGISTERED NUMBER:

07008450 (England and Wales)

ACCOUNTANTS:

TaxAgility Accountants Ltd
Chartered Accountants
34 Lower Richmond Road
Putney
London
SW15 1JP

**CHARTERED ACCOUNTANTS' REPORT TO THE BOARD OF DIRECTORS
ON THE UNAUDITED FINANCIAL STATEMENTS OF
CONNECTION CREW CIC**

The following reproduces the text of the report prepared for the directors in respect of the company's annual unaudited financial statements. In accordance with the Companies Act 2006, the company is only required to file a Balance Sheet. Readers are cautioned that the Income Statement and certain other primary statements and the Report of the Directors are not required to be filed with the Registrar of Companies.

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Connection Crew CIC for the year ended 30 November 2021 which comprise the Income Statement, Balance Sheet and the related notes from the company's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales (ICAEW), we are subject to its ethical and other professional requirements which are detailed within the ICAEW's regulations and guidance at <http://www.icaew.com/en/membership/regulations-standards-and-guidance>.

This report is made solely to the Board of Directors of Connection Crew CIC, as a body, in accordance with our terms of engagement. Our work has been undertaken solely to prepare for your approval the financial statements of Connection Crew CIC and state those matters that we have agreed to state to the Board of Directors of Connection Crew CIC, as a body, in this report in accordance with ICAEW Technical Release 07/16AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Connection Crew CIC and its Board of Directors, as a body, for our work or for this report.

It is your duty to ensure that Connection Crew CIC has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and profit of Connection Crew CIC. You consider that Connection Crew CIC is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the financial statements of Connection Crew CIC. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.

TaxAgility Accountants Ltd
Chartered Accountants
34 Lower Richmond Road
Putney
London
SW15 1JP

25 August 2022

CONNECTION CREW CIC (REGISTERED NUMBER: 07008450)

**BALANCE SHEET
30 NOVEMBER 2021**

	Notes	30.11.21 £	30.11.20 £
FIXED ASSETS			
Property, plant and equipment	4	61,611	17,612
Investments	5	96,629	-
		<u>158,240</u>	<u>17,612</u>
CURRENT ASSETS			
Debtors	6	349,855	174,249
Cash at bank and in hand		7,878	4,221
		<u>357,733</u>	<u>178,470</u>
CREDITORS			
Amounts falling due within one year	7	(581,672)	(400,739)
NET CURRENT LIABILITIES		<u>(223,939)</u>	<u>(222,269)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>(65,699)</u>	<u>(204,657)</u>
CREDITORS			
Amounts falling due after more than one year	8	(247,979)	(240,337)
PROVISIONS FOR LIABILITIES		<u>(18,849)</u>	<u>(8,795)</u>
NET LIABILITIES		<u>(332,527)</u>	<u>(453,789)</u>
CAPITAL AND RESERVES			
Called up share capital	9	2	2
Retained earnings	10	(332,529)	(453,791)
SHAREHOLDERS' FUNDS		<u>(332,527)</u>	<u>(453,789)</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 2021 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The notes form part of these financial statements


CONNECTION CREW CIC (REGISTERED NUMBER: 07008450)

BALANCE SHEET - continued
30 NOVEMBER 2021

The financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

In accordance with Section 444 of the Companies Act 2006, the Income Statement has not been delivered.

The financial statements were approved by the Board of Directors and authorised for issue on 25 August 2022 and were signed on its behalf by:

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a horizontal line that tapers to a point.

Mr C Dorman - Director

A handwritten signature in black ink, consisting of a large, stylized 'W' followed by a horizontal line.

Mr W D Rogers - Director

The notes form part of these financial statements

CONNECTION CREW CIC

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2021

1. STATUTORY INFORMATION

Connection Crew CIC is a private Community Interest Company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Turnover

Revenue is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life.

Plant and machinery	- 25% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 25% on cost

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to profit or loss in the period to which they relate.

3. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 14 (2020 - 14).

CONNECTION CREW CIC

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2021**

4. PROPERTY, PLANT AND EQUIPMENT

	Plant and machinery £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 December 2020	8,518	38,496	-	47,014
Additions	-	14,498	38,421	52,919
Disposals	-	(10,490)	-	(10,490)
At 30 November 2021	8,518	42,504	38,421	89,443
DEPRECIATION				
At 1 December 2020	8,518	20,884	-	29,402
Charge for year	-	6,697	2,223	8,920
Eliminated on disposal	-	(10,490)	-	(10,490)
At 30 November 2021	8,518	17,091	2,223	27,832
NET BOOK VALUE				
At 30 November 2021	-	25,413	36,198	61,611
At 30 November 2020	-	17,612	-	17,612

5. FIXED ASSET INVESTMENTS

	Other investments £
COST	
Additions	96,629
At 30 November 2021	96,629
NET BOOK VALUE	
At 30 November 2021	96,629

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.21 £	30.11.20 £
Trade debtors	2,473	24,238
Other debtors	347,382	150,011
	349,855	174,249

CONNECTION CREW CIC

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 NOVEMBER 2021**

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.11.21	30.11.20
	£	£
Bank loans and overdrafts	3,729	445
Hire purchase contracts	5,348	8,194
Trade creditors	88,710	116,164
Taxation and social security	373,425	227,956
Other creditors	110,460	47,980
	<u>581,672</u>	<u>400,739</u>

8. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	30.11.21	30.11.20
	£	£
Bank loans	50,000	50,000
Hire purchase contracts	13,585	5,943
Other creditors	184,394	184,394
	<u>247,979</u>	<u>240,337</u>

9. CALLED UP SHARE CAPITAL

Allotted, issued and fully paid:			30.11.21	30.11.20
Number:	Class:	Nominal value:	£	£
2	Ordinary	£1	<u>2</u>	<u>2</u>

10. RESERVES

	Retained earnings £
At 1 December 2020	(453,791)
Profit for the year	<u>121,262</u>
At 30 November 2021	<u>(332,529)</u>

CONNECTION CREW CIC

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 NOVEMBER 2021

11. DIRECTORS' ADVANCES, CREDITS AND GUARANTEES

The following advances and credits to directors subsisted during the years ended 30 November 2021 and 30 November 2020:

	30.11.21 £	30.11.20 £
Mr C Dorman		
Balance outstanding at start of year	(193)	(19,760)
Amounts advanced	119	19,567
Amounts repaid	-	-
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>(74)</u>	<u>(193)</u>
Mr W D Rogers		
Balance outstanding at start of year	(124)	(19,880)
Amounts advanced	-	19,756
Amounts repaid	-	-
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>(124)</u>	<u>(124)</u>

12. RELATED PARTY DISCLOSURES

It is confirmed that the director's current accounts are debited with personal transactions and credited with director's remuneration.

The loans are unsecured, interest free and no repayment terms have been agreed.

13. ULTIMATE CONTROLLING PARTY

The company is controlled by Mr W Rogers and Mr C Dorman, who own 50% each of the share capital of the company.

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CIC 34

Community Interest Company Report

For official use
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*Please
complete in
typescript, or
in bold black
capitals.*

**Company Name in
full**

Connection Crew CIC

Company Number

7008450

Year Ending

30th November 2021

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

In the year ending November 2021 the business was starting to grow back from the impact of Covid 19. Whilst trading activities had been disrupted the previous year the spring/summer period of March 21 to July 21 started to see events commence again and trading pick up, however it was not until the autumn of 2021 when all government restrictions had been eased that the company started to see demand for services outstripping supply.

The company moved office and relocated to a new premises and started to rebuild the team both in the office and on the ground. With demand returning the company commenced with a new business plan for 2022.

The company saw both a 49% increase in sales and a 48% increase in hours worked by exhomeless individuals in the period maintaining that 18% of the total work completed on site was with ex homeless individuals.

After the move to the new premises investment has been made in a training space for new recruits and the company revisited its Training Academy for the first time since the pandemic running this again in August 21 for exhomeless candidates.

The next financial year will depend on the full return of the economy along with the events sector. As it does return the company will restructure with clear aim of driving towards its target of 25% of the workforce being from an exhomeless background as well as its net zero commitments.

Please see supporting doc for further information from the year.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

The Companies stakeholders include the Directors of the company and the Board. All stakeholders attend board meetings. Reports on all aspects of the business are communicated to the board, with a clear agenda at each session including financial and social accountability along with business development and strategy.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed



Date

23/08/22

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Warren Rogers

warren@connectioncrew.co.uk

Tel 020 7231 8117

DX Number

DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)

Connection Crew

CIC 7008450

CIC34 Report

2021

Contents of report

- Community Interest Statement
- Social impact report 2021
- Impact initiatives 2022
- Summary and next steps

Community Interest Statement

Activities

Connection Crew is a crewing company providing teams of talented people to solve production challenges across a range of sectors including events, TV and film, FM and construction.

How the activities benefit the community

Connection Crew is on a mission to prevent and reduce homelessness by offering training, mentoring and employment in its crew. It aims for its crew to be made up of 25 % ex-homeless individuals, so that means people with lived experience of homelessness and those who would be considered at a high risk of homelessness. It is proud to say that it has employed 312 ex-homeless people to complete 172,522 hours of work since it started in 2005.

Connection Crew provides all of its staff with opportunities for training and growth. Trainees and employees develop crucial life skills as well as technical knowledge. This training, along with work experience enables people that have been homeless or at risk of homelessness to build their experience into a career with valuable prospects.

This, in turn drives the quality of the service Connection Crew provides to its clients, further increasing the success of the business and its staff. The more successful the business becomes the more opportunities it has to offer to ex-homeless people and the more profit it can turn back into its founding charity, The Connection at St Martins.

All profit is re-invested in the company to support growth, enabling Connection Crew to offer an increasing number of employment opportunities. Once investment in training, operational improvements, marketing and business development has been made, surplus profits are returned to the Connection at St Martins charity for the homeless.”

Social impact report 2021

Timeframe: 1st December 2020 – 30th November 2021

Total number of crew	172
Number of ex-homeless employees	30
% of ex-homeless employees	17.5%
Total number hours of work completed	61,302
Number of hours completed by ex-homeless people	11,030
% of work completed by ex-homeless people	18%

Comments

Connection Crew is pleased that it has been able to build back after 2020 and create impact in what has been a very difficult year for businesses operating in events – an industry hit particularly hard by the pandemic.

Impact initiatives 2020 – 21

Connection Crew deliver a number of supporting initiatives that:

- bolster our social impact as outlined in our Community Interest Statement
- explore new ways to increase impact within and beyond our own organisation

Connection Crew Impact Account	<p>The Connection Crew Impact Account an initiative to pay clients the impact their business has generated back to them so that they can use it to win business and stand out from the crowd.</p> <p>We recently changed the name of this initiative from 'CSR Account' to 'Impact Account'. This is to reflect additional environmental impact measures that we've added as part of our drive to Net Zero. Clients receive a certificate that states the number of ex-homeless hours and the kilos of unavoidable carbon their work with us contributed. Unavoidable carbon is subsequently removed via We Are Albert's Creative Offsets scheme.</p>
Connection Crew Academy	<p>Connection Crew has revived its Employment Preparation programme known as the Academy post-pandemic in 2021. We delivered 1 Academy with – with the following impact:</p> <ul style="list-style-type: none">- 12 attended Test and Build Days- 8 started the Academy- 7 graduated- 5 employed by Connection Crew <p>We also monitor softer outcomes such as increased confidence and interview skills as this helps people facing barriers to employment that are not suitable for crewing work improve their chances elsewhere.</p>
London Living Wage Accreditation	<p>Connection Crew started preparing to become an accredited London Living Wage Employer in 2021. While we have kept up with the LLW rate for several years now, it's important to be accredited and join the movement.</p> <p>And for us the London Living Wage is just the start - at Connection Crew we use this to guide our entry level rate for new team members to build upon following a probationary period and at our regular pay and progress reviews.</p>
Carbon Neutral	<p>Connection Crew has been making progress toward its goal to become a Net Zero business. For example, the carbon generated by our operations in 2021 have been offset so we are carbon neutral, and we can offer clients carbon neutral crew.</p>
Pivots	<p>Connection Crew has been working hard to grow its business in other sectors aside from events – such as TV and film, construction, and facilities management. This diversification allows us to be a more stable employer as we would be less affected by future changes in the market as these sectors are less volatile than events.</p>