



# Annual Report

## 2018/19



Hertfordshire  
Care Awards

The Learning  
Disability Support  
Award

Finalist 2018

Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 3307683



The Queen's Award  
for Voluntary Service

# Foreword

**Christopher Eridani Ball**  
Chair of Trustees



As I look back at the last year at Earthworks, I reflect on how so much has achieved thanks to the wonderful commitment and passion of Earthworkers, staff and volunteers. The vision of those who originally set up Earthworks was to provide a space where those with learning disabilities and mental health problems could work alongside staff as equals, learning together in meaningful nature-based activity. Earthworks continues to live out that vision. I think, for example, of all the times I have dropped in to the site, seeing the smiles and the hard work of Earthworkers and those who work alongside them. Earthworks is a wonderful place where people support one another and are proud to be part of the Earthworks' community.

We are all constantly striving to make Earthworkers' experiences as rewarding as possible, using co-production in the development of our initiatives to help ensure we provide the right opportunities for our Earthworkers to meet their aspirations. The launch of the pilot of our new project Earthworks on Wheels, which enables Earthworkers to contribute to their local community by operating a gardening service for older people, has been an exciting initiative.

**Steve Pike**

Joint Project Leader



"It has been wonderful to get back on the road with the Earthworkers and to witness the excitement and tremendous pride they experience when completing work that helps their community. We have laughed, sung, weeded and strimmed our way around many local gardens already, and it has been a privilege to be part of it. There has proven to be a great deal of demand for our service and our Earthworkers' enthusiasm to help knows no bounds. The feedback received from both Earthworkers and project beneficiaries alike has been overwhelmingly positive, I am very excited for the future of Earthworks on Wheels!"



I have felt so proud to hear the feedback on the pilot, from Earthworkers and those whose gardens Earthworkers have transformed. If we can raise additional funds, it would be wonderful to build on the pilot and continue to provide Earthworkers with opportunities for meaningful, work-based learning and development in the wider community.

Part of delivering on that vision for Earthworks is to ensure our funds are used efficiently and effectively, to make as positive a difference as possible to the experience of Earthworkers. Highlights include the completing the project to bring the office onsite. This has only been possible thanks to the generosity of our donors, for which we are hugely grateful. The new office has not only reduced our outgoings; it has made a big difference in bringing the staff together as a close-knit team.

"Throughout Earthworks' development, the dream scenario has been to base the office facilities at our Hixberry Lane site. For years this felt like a pipe-dream, however with developments in technology and the Board's appetite for growth, this has become our reality."

For our office-based staff, being present on site has increased the sense of connection with our Earthworkers, volunteers and their site-based colleagues. As project leaders, Stephen and I are now more accessible while remaining in a protected work space that promotes productivity. We are able to work more dynamically to maintain support ratios for our Earthworkers whilst making the most of the considerable skills and talents of our diverse staff team."

**Bianca Badham**

Joint Project Leader






It is a great privilege to be appointed to chair Earthworks, and I have had the good fortune to succeed our outgoing Chair, Mandy Marson, under whose inspirational leadership Earthworks thrived.

I would like to take this opportunity to express a huge thank you to all those who contribute to the Earthworks community – staff, volunteers, my fellow trustees and all those who have helped fund our work. Through their efforts I am confident that Earthworks can continue to go from strength to strength.

## Purposes and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:

-  **Benefit the public by fostering communities and inclusion,**
-  **With particular focus on those with learning disabilities or mental health issues,**
-  **Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco site and in the wider community.**

The aims of our charity are to use green care to nurture people to develop skills, build confidence, boost health and wellbeing and promote inclusion.

## Public Benefit Disclosure



The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

## Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance. Trustees are encouraged to attend relevant training and the Board undertakes collective governance training.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the AGM for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board. Advertising for Trustees is conducted via Community Central and #TeamHerts and a Trustee recruitment information pack is available on our website.

Trustee meetings are held approximately 6-8 weeks. The joint Project Leaders attend the Board meetings, contribute progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the Joint Project Leaders. Our service users (Earthworkers) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.



# About Earthworks

## The Natural Place to Grow



Earthworks St Albans is a charity which offers Social and Therapeutic Horticulture and nature-based activities for people with learning disabilities and mental health problems. Our work and our eco-gardens nurture people to develop skills, build confidence, boost health and well-being and promote inclusion.

Earthworks provides day opportunities for people with learning disabilities, who are known as Earthworkers. Earthworkers, volunteers and staff learn and work together to manage 3.5 acres with a focus on sustainability, organic horticulture and traditional countryside skills. Our site encompasses ornamental gardens, allotment market gardens, a heritage orchard, woodland, pond habitats, wildflower meadow and polytunnel, all centred around our oak-framed eco-building.

Earthworks' workshops for children and young people with learning disabilities, and our summer scheme for young adults, provide purposeful activities and an education in horticulture and nature-based skills. With a stall at the monthly St Albans farmers' market where we sell our produce and open days and workshops throughout the year, Earthworks engages the wider community to champion inclusivity, learning and sustainable living.

## Earthworks as a Green Care Provider



### People of all Abilities Learning and Working together towards a greener future

Green Care is an umbrella term for interventions that use structured nature-based approaches to work with clients who have a defined need. In Green Care interventions the practitioner, the individual and the natural environment contribute to the positive changes experienced through meaningful activity. Examples of Green Care interventions include Social and Therapeutic Horticulture, Care Farming, Animal Assisted Therapy and Ecopsychotherapy.

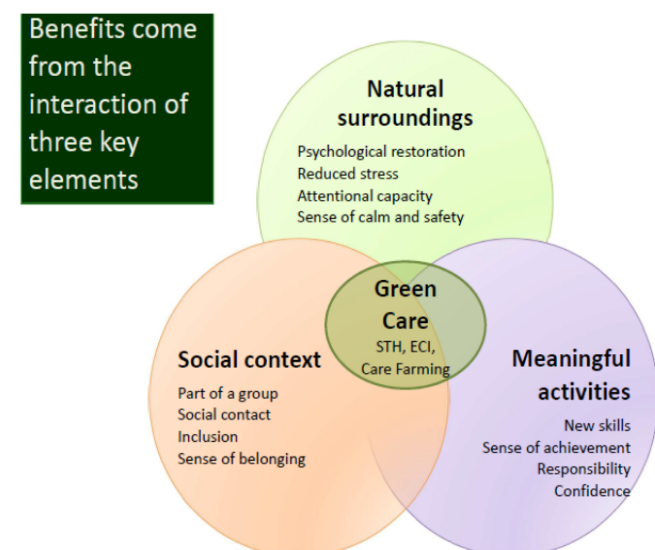
Green Care interventions provide a quality service that is both effective and cost effective in that they provide multiple outcomes simultaneously with the interaction of the three elements – nature, social

and meaningful activities (Dr Rachel Bragg, Care Farming UK).

### What is Social and Therapeutic Horticulture (STH)?

*"Social and therapeutic horticulture is the process of using plants and gardens to improve physical and mental health, as well as communication and thinking skills. It also uses the garden as a safe and secure place to develop someone's ability to mix socially, make friends and learn practical skills that will help them to be more independent."* Thrive ([www.thrive.org.uk](http://www.thrive.org.uk))

At Earthworks our staff practitioners are multi-skilled, having a working knowledge of social care and horticulture / land-based



STH – Social and Therapeutic Horticulture; ECI – Environmental Conservation Interventions; Source: Bragg and Atkins, 2016

skills. Earthworkers are supported to meet their aims as well as overcome difficulties and problems in a holistic way, improving general well-being. In this 'helping role' our practitioners do not provide formal psychotherapy or counselling.

Horticultural therapy is distinct from Social and Therapeutic Horticulture in that it centres around a pre-defined clinical goal, similar to occupational therapy.

# Key components of Social and Therapeutic Horticulture and nature-based activities at Earthworks, the theories behind what we do

## Nature Affinity

Our therapeutic activities take place in a natural environment, harnessing people's nature affinity with well researched benefits on health and well-being.



**Biophilia**, *Wilson 1984*: human beings have an innate affinity with nature and our evolved biological need to seek connection with the natural world.



**Attention Restoration Theory**, *Kaplan and Kaplan 1995*: Natural spaces are restorative environments that facilitate recovery from directed attention fatigue. Time spent in nature improves concentration and ability to perform tasks, reduces mental fatigue and restores directed attention capacity.



**Psycho-evolutionary theory**, *Ulrich 1991*: Natural environments allow recovery from psychophysiological stress. Restoration occurs when environments elicit a sense of pleasantness, interest and calm.



**Organic horticulture, conservation and green technologies**: working together with nature to protect and improve the environment for all.

## Meaningful Activity

Our activities are interactive, experiential and stimulating and have many attributes in common with paid employment.



**Occupation** – a sense of purpose: tasks have an outcome



**Making a difference** – skills development, social interaction, reduced behaviours of distress



**Active and interactive** – plants, people and nature



**Sense of identity and competence** as an Earthworker rather than a 'service user'



**Productivity** in an environment that is not pressured



**Achievement, success, value, worth and positive self-esteem**



**Opportunity** for Earthworkers to take home and eat the produce from their individual plots

## Social Interaction



**Social skills development**



**A sense of connection**



**Working with people of different ages and abilities for a common purpose**



**Engagement with the local community**



**Routine, structure and a sense of belonging**



**Having a say and being heard**—engagement in the development of Earthworkers e.g. project group meetings

## Outcomes Based Approach



**Individualised outcomes** – goals met / distance travelled for an individual



**Collective outcomes** – project / programme evaluation



**Health, social, educational, developmental**

## Person-Centred

Valuing people by meeting the needs of the individual, offering choice and control.



The person-centred approach originates in humanistic psychotherapy with the work of Carl Rogers in the 1950s. This approach centres around the concept of individuals' innate "actualising tendency", a drive towards fulfilment of their personal possibilities and relies on three core conditions:



**Empathy** – to feel, sense and experience the world from another's perspective, understanding their personal meanings without judgement



**Unconditional positive regard** – to fully accept individuals and their experience of the world



**Congruence** – to be genuine or "real"



In the person-centred approach the individual is the expert; we provide the environment and support to help people achieve their aspirations.



The person-centred approach in social care emphasises choice and control. Care is personalised, coordinated and enabling, with the person at the centre treated with dignity, compassion and respect.

# Our Earthworkers

Earthworks provides 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks currently supporting 45 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'day opportunities' through Hertfordshire County Council's Adult Care Services.

## Our reasons for joining:

"To meet up and work with other people"



"Something to do.  
Make new friends.  
Be creative"

"Because I want to improve my gardening and DIY skills"

"He likes being outside, keeping busy, using tools, gardening to the best of his ability, seeing things grow."



"Very supportive environment"



"She has been here on the summer scheme and always finds it relaxing."

"He enjoys learning all that Earthworks offers. It is a very good positive environment for him. He is very proud of Earthworks and always keen to attend."



## Favourite areas of activity at Earthworks:

(Source Earthworker feedback survey July 2018)



**Woodwork**



**Vegetable gardening**



**Crafts**



**Site events / Open Days**



**Wildlife**

## Some of the additional Earthworker opportunities offered this year:



**Gateway entry level 3 qualification "Skills for Retail" delivered by HCPA**



**Presentation skills video workshops facilitated by Deloitte volunteers**



**Consulting on the design of a new sensory garden at Earthworks as experts by experience**



**Representing Earthworks at external events and in the local media**



**Entering the Ayletts Scarecrow Festival / competition**



**Using skills learned at Earthworks in the wider community (Earthworks on Wheels pilot)**

## How does Earthworks make you feel?



"It makes me happy and relaxed"

"Happy"

"Useful"

"Great about myself"



"Alive"

"Satisfied when I grow vegetables"



"I feel safe here. I don't get bullied here. It's like a utopia here. When you're here, everyone gets on with each other. If more people had work like this it would be better for people."

"Really really happy and I feel lucky to be able to come here and be part of Earthworks."



## Health Improvement

Earthworks is committed to improving health outcomes for our Earthworkers and reducing the health inequalities experienced by people with learning disabilities.

100% of carers who responded to our survey in July 2018 reported that attending Earthworks had improved both the physical and mental health of the person they support.

## Carers' Feedback:

"Earthworks promotes healthy living and eating, if he didn't come to Earthworks he definitely would be larger!"

"It provided purposeful physical exercise, which has helped him stay fit."



"If they did not attend they would become isolated and withdrawn."

"The greatest benefit is working outside rather than sitting down all day."

"She has a purpose, varied activity and meets people. It is very beneficial."

"He has met friends and it has made him happy."

"It keeps him very occupied, which is good for his mental health, otherwise he would be at home rotting with nothing to do."

"She came when she was very unwell and the activity helped her when she had no stamina."

"He enjoys being with others and being outdoors."

"It has provided a sustained interest, with varied activities."



"She loves to contribute and be part of achieving things."

## Our Patch

The Earthworks 'Our Patch' project, where Earthworkers manage their own allotment plots, has not only increased autonomy, but has enabled individuals to take home, cook with and eat their healthy organic produce.



## Supporting Carers

What does Earthworks mean for you as a carer?

"It means he is out enjoying himself and gives me respite." "He is occupied, doing physical jobs enjoying company of friends and I know he is happy and safe."

"I can go to work for a couple of hours and get things done that they would not want to do." "It is a relief, know that he is engaged in safe and healthy activities"

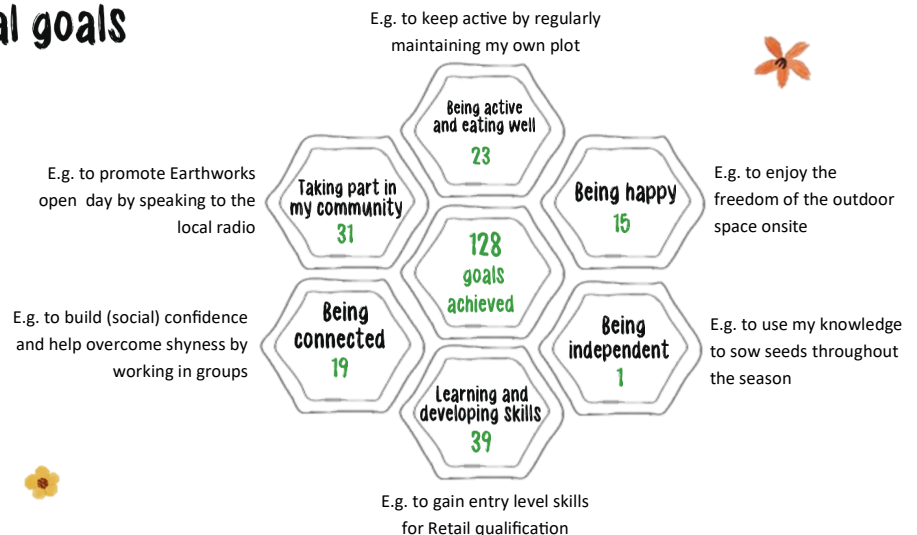
"Time to work. Freedom. Knowledge that she is enjoying herself." "It allows me to work / visit family" "It means a lot"

"A great support"

"Her life is that much more fulfilling as opportunities are limited." "Everything. It means he's not sitting at home bored, maybe leading to mental health problems. He really enjoys the day and challenges of Earthworks."

## Working towards individual goals

Through progression and development monitoring our Earthworkers are supported to set and work towards achieving their individual goals. This is an important part of a stepping stone journey. It's the foundation to developing self-belief, achieving increased confidence and fostering independence.



## James and Judith

## James's and Judith's story



James has been one of our Earthworkers for six years. During this time, Earthworks has given James's family steadiness and safety through times of sadness and loss. James's mother, Judith, says, "We feel cherished as a family."

Outside Earthworks, Judith, as James's carer, has often felt judged. "But that doesn't happen at Earthworks," she says. "The sense of social inclusion means that no one is marginalised."

Of all the good things he has found at Earthworks, it's the companionship which James treasures most. "I enjoy working with everyone. This year I've been working on the allotments, the sensory garden and the green bench. I enjoy growing mint, oregano and lavender – and tomatoes, which we grow from seed in the polytunnel and plant out in the allotment. I've learned skills which I have brought home such as how to cover the roots of small plants so that they are as safe as a baby."

Judith says Earthworks has offered immense spiritual support, and that Earthworks volunteers have an emotional intelligence that is rare. "The care here runs deeper than what is visible. It is more meaningful, more impactful than can be measured."





# Volunteers support Earthworks

Earthworks is supported by volunteers in a range of valuable roles across the organisation, including as trustees, site-based volunteers, events / markets volunteers and expert consultants.

We would like to express our appreciation to our wonderful volunteers who give their time, skills and expertise to empower us to improve the Earthworker experience, develop the site and grow as an organisation.

**This year our team of 25 site-based volunteers have contributed an estimated 4,560 hours of volunteer work to Earthworks, that is the equivalent of 2.5 paid members of staff!**

## Developments to Volunteering

-  The new volunteer liaison role ensures that volunteers on-site are appropriately supported by an identified staff member on a daily basis, streamlining jobs and activities
-  The creation of new volunteer roles to increase scope for individuals to contribute is underway
-  Planned improvements to volunteer recruitment, induction and training are continuing
-  Volunteer feedback from quarterly Project Group Meetings, surveys and direct feedback is used to inform development of opportunities

### What impact has volunteering at Earthworks had on your life?

"I always feel good after time at Earthworks with my friends"



"Massive impact as part of my healing—given me confidence to be with people again and enjoy living in the moment"

"I'm more aware of adult disabilities"

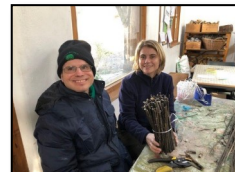


"It has given me the opportunity to increase my horticultural skills"

"I've met many new friends and gained knowledge about plants and people"



"A regular task outside normal routines"



## Our volunteer Mandy tells her story



When Mandy lost her son, life stood still.

It was Mandy's friend who suggested she take up gardening, just enough to make a nice spot to sit out. After some persuasion she began to work on her back garden for half an hour a day and soon found the physical activity and the rhythm of working with plants had a positive effect on her mental health. But her garden was small, so another friend suggested she dig at Earthworks. She made contact, stressing she would work alone. Mandy arrived at Earthworks as a volunteer in March 2009 and to her surprise, she thrived.

"At Earthworks there is no questioning, no judgement, no pity. Everyone accepts each other for who they are. It's wonderful."

Working alongside Earthworkers meant so much to Mandy that in 2014, when staff asked her to be a trustee, "I said yes even though I didn't know what a trustee was!"

Mandy ultimately became chair of trustees, facilitating significant changes. Her team strengthened the management leadership by the board and ensured regular rotation of the committee. Nominated by Earthworks for her long service and dedication, Mandy was honoured to be a finalist in the Hertfordshire Care Awards 2018. She continues to volunteer one day a week, to the enormous mutual benefit of both Earthworks and Mandy:

"Volunteering always gives both ways. Earthworks helped me to start living again."

**Mandy**



# What Makes Earthworks Special?



## Earthworkers:

- "It makes me happy and I feel like I am me"
- "The nice staff"
- "Wildlife"
- "Weeding"
- "Grass"
- "It's nice and happy. Planting"
- "People make me feel happy about what I've done."
- "Strimming"
- "I like coming here"
- "Because we are special, every one of us."
- "New office"
- "It's a great opportunity"
- "Nice"
- "It gives people a chance to go into the countryside, also it helps with the wildlife, the birds come more up to us."
- "Acceptance"
- "It teaches me more about gardening at my speed"
- "I like admiring the lovely views"
- "I'd say it's special"
- "I feel happy, I like coming to Earthworks"
- "Big, helps people and wheel-chair"
- "See lots of friends of mine"
- "Equipment, the workers"
- "We do activities here like loads of watering"
- "Grass"
- "I meet different people"
- "Meeting friends"

## Volunteers:

- "Staff, friends"
- "It is a lovely, peaceful and well-organised place with lovely and friendly staff."
- "Earthworks is inclusive and welcoming to everyone no matter their issues"
- "The care shown for everyone and respect for all equally"
- "Its non-judgemental environment"
- "The combination of working with people with learning disability and also sustainable horticulture in a very informal friendly environment."
- "The Earthworkers themselves!"
- "Peaceful atmosphere, caring, sharing, welcoming."
- "Lovely people, lovely environment"
- "The people and the environment"
- "The old slogan 'people of all abilities working together' — sums it up for me"

## Carers:

- "It's guided and well-tailored environment / activities"
- "The ambience, the mutual respect, the setting"
- "The environment"
- "I think the place is doing a great job by offering people things they can do and enjoy themselves"
- "Good for social interaction whilst doing an activity"
- "The quality of staff"
- "She enjoys coming there as she was such a help when I had my allotments."
- "The setting is calm and peaceful and so are the staff and volunteers."
- "It is a very supportive and caring environment - it is a very special place."
- "It's a lovely oasis in a busy world. Empathy and understanding. Safe and lets people develop skills they wouldn't be able to in a 'normal environment'"
- "Its inclusive ethos; its purposeful activities; its building-up of confidence and the desire to get actively involved."
- "Healthy environment with good varied exercise."
- "It is in a beautiful, calm setting. Staff are calm, helpful and friendly."
- "It makes people with special needs welcome and helps them in the community."
- "Lovely people and participants"

# Summer Scheme



August 2018 saw the return of the annual Summer Scheme project at Earthworks, offering the opportunity for young adults with a learning disability to experience a week onsite. The project facilitates meaningful activity, social interaction and skills development for the participants and respite for their family carers. The four-week programme supports individuals to experience a range of horticultural and nature-based activities including development of a group project. This year the teams supported biodiversity at Earthworks with the construction of a giant bug hotel from upcycled materials that were otherwise destined for landfill.

The Summer Scheme is a mainstay of our working year, and has been in operation for over a decade. Many of those who attend the programme go on to join us as Earthworkers, accessing the benefits of a regular weekly placement and continuing their personal development. The transition from education into adult services can be a challenging time for vulnerable young adults and their families. The Summer Scheme allows individuals to experience a meaningful 'day opportunity' placement and helps families explore possibilities for next steps after school or college.

Thanks to funding from The Neighbourly Charitable Trust, the Earthworks 2018 Summer Scheme was delivered free at point of use! The Neighbourly Charitable Trust have funded the Earthworks Summer Scheme for a number of years and we owe the success of the project to their generous support.

## Our work with schools and colleges

Supported by funding from The Sobell Foundation



### Radlett Lodge School

Delivering outdoor education workshops for young people with autism

- Regular monthly workshops from May to December
- Complementary activities to facilitate learning, promote inclusion and develop work skills in an external environment
- Teamwork, working safely and following instructions
- Working towards a common goal
- Encouraging creativity
- Passive nature appreciation and associated positive



### Maple Primary School

Using skills and expertise from Earthworks to benefit the wider community

- Bug hotel creation by Earthworkers in the school nature reserve
- Question and answer session – Maple Primary School pupils engaged with Earthworkers to understand the purpose and use of the bug hotel
- Pupils' creation of bug artwork on wooden disks to decorate bug hotel
- Provision of bug hotel "green roof" to facilitate planting workshop for pupils



### Oaklands College

Providing work-based learning opportunities for groups of young adults with additional needs

- Supported learning and Pre-internship groups
- Allotment gardening
- Work-based learning
- Use of skills learned at college in an external environment
- Interaction with Earthworks staff, volunteers and Earthworkers



### Links Academy

Breaking down social barriers between vulnerable groups and promoting tolerance

- Catering at Earthworks events by Links Academy cookery classes
- Renovation and planting of growing beds by Earthworkers alongside Links Academy students
- Links Academy support of Earthworks staff development through use of training facilities
- Commissioning of Earthworkers by Links Academy to weed and plant Links Academy's hanging baskets and planters



## Our New Office Pod

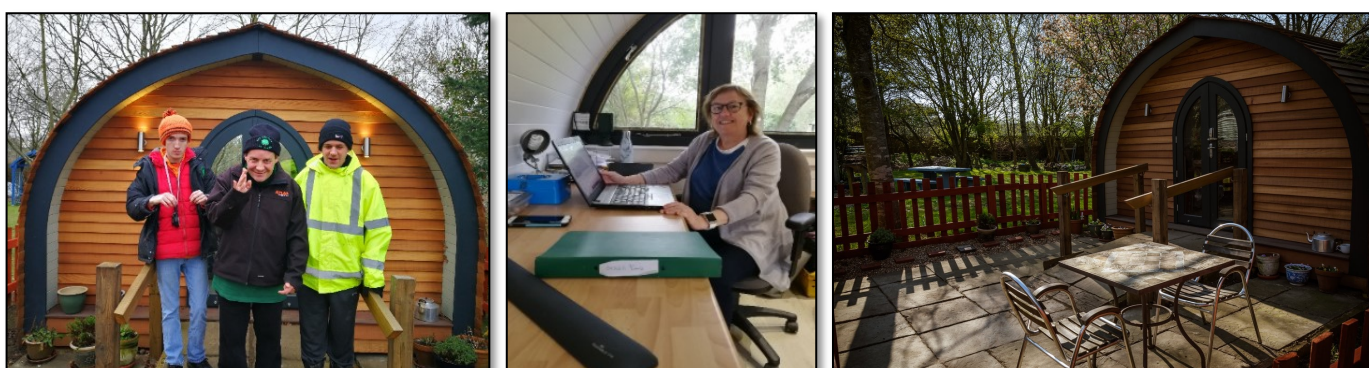


Our long-standing ambition to move the Earthworks office facilities to our Hixberry Lane site was achieved in May 2018. Our new 'office pod' was funded by a generous individual donation as well as funds raised through our Deloitte partnership. The ergonomic design is unassuming within our gardens and the curved roof and wooden cladding have prompted a great many 'Hobbit house' references, perfect for our green and pleasant Shire!

With our whole team together on one site for the first time, the new office pod provides the opportunity for staff to work more flexibly and efficiently. The pod's fenced patio area, funded via the efforts of St Columba's College as part of Community Central's Dragon's Apprentice Challenge, offers a new protected space for our Earthworkers to work with staff on their personal progression and development.

Our office pod is powered by Good Energy, which trades only in electricity generated through 100% renewable and non-nuclear technologies.

We would like to extend our thanks to Highfield Park Trust, whose reduced-rate lease of rooms in West Lodge allowed Earthworks to maintain vital office space close to the site for over 10 years, helping us work towards achieving our vision for a site-based office.



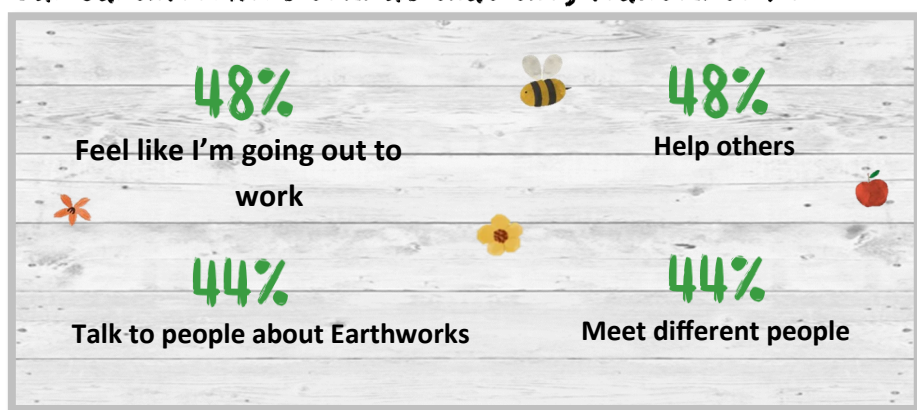
# Earthworks on Wheels



In early 2018 we developed plans for a community gardening project that would take our Earthworkers out into their community to develop their skills in a work-based learning programme and at the same time support vulnerable older people to maintain their gardens and continue to manage living at home. This 'Earthworks on Wheels' (EWoW) project developed out of consultation with our Earthworkers, older people's charities, community groups and referral agencies.

The genesis of the EWoW initiative came from the Project Group Meetings held quarterly with our Earthworkers, volunteers and staff. Once the initial feasibility study had been completed, our Earthworkers were consulted to ensure the project we were designing would meet their aims and expectations. We surveyed all those who wanted to contribute their responses over the course of a two week period in July 2018, providing us with a survey sample of 65% of Earthworkers contributing responses that helped us to plan the pilot project.

**Our Earthworkers told us that they wanted to be involved in the EWoW project to:**



When asked how Earthworkers would feel about going in the van to help people with their gardens, 3 main themes emerged:

**Earthworkers:**

- "Good as I can be helping people out if they may not be able to do it themselves"
- "Proud, achievement"
- "Good about myself"
- "I'd feel happy to be helping someone"
- "Good, worth"

**Happy**

**Good/Great**

**Proud**

Some of the additional reasons given by our Earthworkers wanting to be involved include:

**Earthworkers:**

- "I'm more useful"
- "To get more people work together"
- "I like older people. I like helping"
- "I can help them cut the grass"
- "To boost friendships"

**65%** of survey respondents think being involved in EWoW would give them the skills and confidence to help them get a paid job.

**70%** think it would improve their physical health and **74%** think it will improve their mental health.

When asked how they thought EWoW would help them, Earthworkers gave a range of responses. More dominant themes of developing gardening skills and knowledge, helping others and developing social skills were beginning to emerge amongst those of **positive mental health, employment and community engagement**.



## Earthworkers:

"Get more gardening skills than what we have learnt at Earthworks then take it out in the community"

"It will make me talk to other people and make me less shy"

"To see what job you like in a paid job"

"Help me talk to people a bit more"

"Getting out and about helping the public"

"Get a paid job"

"Help me know things I did not know before"

"It would make me very happy inside"

When asked to think about how EWoW might help other Earthworkers with a learning disability, our Earthworkers told us:

## Earthworkers:

"Really good project for different people, get them out, active, help them feel more confident and what it actually feels to do a project off-site"

"Gets people out of site and out to contribute to the community"

"I think this might help others in different ways"

"Happy working with friends"

"It will make us work as a team, which is good for us"



When our Earthworkers were asked to consider how the EWoW project would help older people 3 main themes emerged:

### Practical Gardening Help

### Improving Mental Health

### Increasing Social Contact

"It may make them feel better"

"Helps them to come out and be with others"

"Get good feedback, come back and say we did their garden for them. They might ask us to come back, do some more gardening"

"Help them and chat to them"

"Have a nice garden"

"They smile"

"They will be happy that they don't need to worry about their gardens"

## Earthworks on Wheels Pilot

Following consultation, the EWoW pilot started in autumn of 2018 and continues as a rolling pilot, operating one day each week, allowing us to test and adapt the model and evidence the project's impact before fundraising and launching the full project. We learned a great deal from the project:



Practical Logistics



Demand for the Service



The Impact for our Gardening Service Recipients



Referral Pathways



The Impact for our Earthworkers

## Feedback from Earthworkers



"I hope he [the homeowner] likes it!"

"It's nice to do something different outside Earthworks"

"Don't worry, we are here to help you!"

"Strimming is one of my aims"

"We're here to work, to do a job"

"It's been really good"

"The team worked hard for four hours and made a huge difference. Several of my neighbours have commented on the neat and tidy appearance that my garden now offers. In addition, it was a joy to entertain them as guests: they were polite, good-humoured and sensible"

## Feedback from EWoW Service recipients

"I want to thank you all from the bottom of my heart for your kind help. Thank you all and thank you to the charity."

Via posted card: "Dear Steve and team, thank you very much for everything you did in the garden to help my dad yesterday – it is much appreciated."

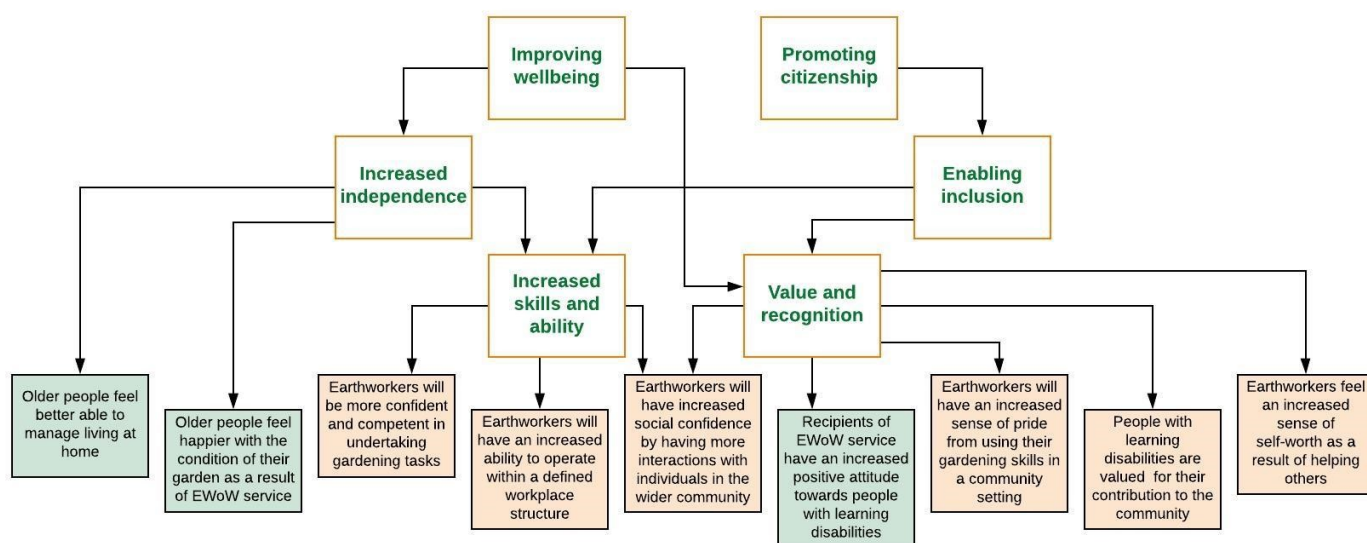
"A big thank you for all your work!"

"I am ashamed my garden has gotten in this state". Earthworker replied "Don't worry we are here to help you."

"You don't know what this means for my mental health. This [garden] has been worrying me for so long." Vigorously shook hands with all Earthworkers before they left.

## Earthworks on Wheels outcomes

Building on the early success of the pilot and following logistical development of the project, we have developed a structured impact monitoring system to measure the defined project outcomes:





## Plans for the Future

Our ambition is for EWoW to operate on a fulltime, ongoing basis. Earthworks will be fundraising to cover the cost of running the project, including the employment of a dedicated project coordinator to lead on service delivery.



## Thank you!

Earthworks would like to extend thanks to our EWoW referral partners: Herts Help and the St Albans Good Neighbour Scheme. A further referral partnership has been planned with Age UK Herts once the full project launches.

Thank you to Sweet Charity for the pro bono logo creation for EWoW; it captures the essence of the project perfectly!

Thank you to our pilot funders, The Funding Network and Colney Heath Parish Council. Our rolling pilot has been further supported by generous individual donations and we would like to thank everyone who has supported us in this way.

The EWoW pilot could not have taken place without investment in a new, adapted van. We would like to thank the individual funders and the following organisations whose financial support made this possible:



# Community Connections

Earthworks is grateful for the generous support of individuals and organisations within our community. We are proud to be part of a community that values the contributions of people of all abilities.

Thank you to all those who have supported us this year, whether you have fundraised, bought our produce, gifted items, awarded grants, partnered on service delivery, volunteered your time or skills, provided pro bono support or championed us in the community.



All Hands Around



The Women's Guild Hatfield



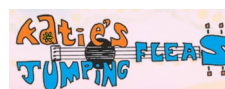
4th St. Albans Scouts, Cubs, Beavers



Cross Keys Church



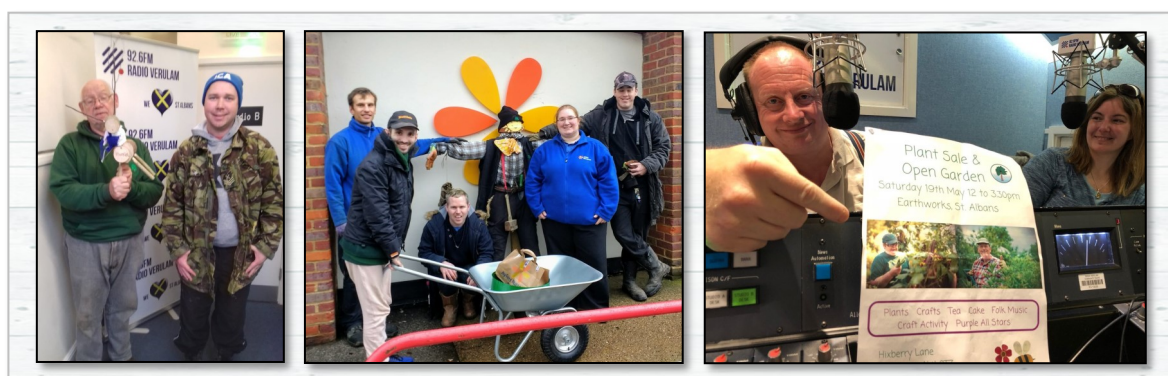
Herts Basketry



Old Verulamian's Rotary Club



Fleetville Harmony



# Pro Bono

Earthworks has been able to access professional services free of charge thanks to the generosity of individuals and organisations in the local community. The expertise and services provided would otherwise be unavailable within the charity's budgetary constraints and we would like to offer our thanks to the following individuals and organisations for supporting Earthworks in this way:



**Sweet Charity** – EWoW logo creation and leaflet design



**Aquilas** – Fundraising Development Manager recruitment



**Joanne Dunsford** – professional fundraising consultation



## Deloitte Partnership

Deloitte's St Albans office have continued to support Earthworks as part of their 1 Million Futures social impact strategy, which offers volunteering, pro bono services and fundraising for charity partners.

Our Earthworkers benefited directly from a series of video presentation skills workshops facilitated by Deloitte volunteers, developing skills and promoting social interaction.

This year Deloitte offered employees a variety of fundraising challenge opportunities. Ten dedicated individuals from Deloitte's St Albans office took on a challenge in aid of Earthworks, raising an incredible total of £16,529. Challenges included trekking across the Namib Desert, climbing Mount Toubkal in Morocco, trekking The Great Glen Way, climbing Mount Kilimanjaro and Deloitte's Ride Across Britain.



In addition to the challenges, Earthworks has gratefully received funds raised by Deloitte employees as part of their One Hour appeal, Christmas raffle and office collecting tins.

We look forward to the next year of our extended partnership with Deloitte.



## Corporate Volunteering Days

Earthworks has gratefully hosted a number of corporate volunteering days on site, allowing us to develop, manage and maintain our facilities whilst promoting our values of equality, inclusion and sustainability.

Thank you to the following organisations that have supported us in this way:



# Events



Earthworks has a regular schedule of open days, internal celebrations and external community engagement events. Thank you to everyone who helped to prepare for and deliver these events and to those who attended and engaged with us.

Seed and Seedling Swap (and launch of EWoW project plans)	Farmers Market	Open Garden
		SOSA 20th Anniversary Event
Halloween Party		Friends and Family Picnic
Christmas Party	Volunteer thank you tea party (Volunteers Week)	Summer Fair
		
Know How Festival (Sustainable St Albans)	Christmas Fair	Willow wreath-making workshops




# Awards and Achievements



## The Hertfordshire Care Awards



 **Learning Disability Support Award** Mandy Marson, former Chair of Trustees and site volunteer

 **Learner of the Year Award** Stevie Lane, Earthworker

## The St Albans Chamber of Commerce Awards



**The St Albans Chamber of Commerce Awards**  
finalist in **"The Green Business"** Award

## Aylett Nurseries' Scarecrow Competition

Aylett Nurseries' scarecrow festival and competition. Our scarecrow 'Chandler' **won 2nd place!**



## Herts Advertiser Community Awards



**The Herts Advertiser Community Awards**  
finalist in **'Great and Green'**



# Project Group Meetings



Our quarterly project group meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks.

Based on feedback, requests and suggestions from the meetings, we are working on developing the following initiatives:



 <b>EWoW lanes contracts and domestic gardening</b>	 <b>New, "better" toilets</b>	 <b>Workshop-based learning</b>
 <b>Uniform starter kits</b>	 <b>Compost area renovation</b>	 <b>Lolly sticks compliments activity</b>

## Looking Forward

As we move into the 2019-20 financial year, we will be building on a number of strategic and operational developments to continue to make Earthworks an even better place for our Earthworkers, volunteers, staff and other site users. We look forward to moving our Earthworks on Wheels project forwards and delivering on the site and activity developments raised in our Project Group Meetings.

We are delighted to welcome Kate Mackay to our team in the new role of Fundraising Development Manager. The Board of Trustees and Project Leaders would like to extend their thanks to Joanne Dunsford, whose expert advice has allowed us to develop a role that meets the needs of Earthworks in a challenging fundraising climate. We would also like to thank Kieran McGorrain of Aquilas, whose pro bono recruitment services, valued at £4,000, allowed us to find the right person for the job. With Kate in post, we look forward to expanding our fundraising activities and community engagement as we move forward.

Earthworks has successfully secured a place on Hertfordshire Community Foundation's 2019 Building Effectiveness programme, which provide business mentoring support, charity governance development opportunities and leadership workshops to support the continuing work on our strategy development and delivery. We are looking forward to working with HCF, our mentor Richard Heighton and advisor Sue Pearlman as we move forwards with this project.

Over the coming year we will be exploring ways to engage with Hertfordshire County Council's Connected Lives Framework, working holistically to support Earthworkers to be aspirational and work towards positive outcomes. We are consulting on a new outcomes monitoring framework that will support our progression and development planning, helping Earthworkers to achieve their outcomes and supporting Earthworks to measure and communicate the value of the work we do.

With a number of strategic and operational developments in the pipeline, we look forward to sharing a fruitful year with our Earthworkers, volunteers, staff and supporters.

Charity number: 1067139

Company number: 3307683

# Part Two: Annual Accounts

**Earthworks St. Albans**

**(A company limited by guarantee)**

**Trustees' report and financial statements**

**for the year ended 31 March 2019**



**Earthworks St. Albans**  
**(A company limited by guarantee)**

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**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Legal and administrative information**

**Charity number** 1067139

**Company registration number** 3307683

**Business address** Earthworks  
Hixberry Lane  
St. Albans  
Herts  
AL4 0TZ

**Registered office** Earthworks  
Hixberry Lane  
St. Albans  
Herts  
AL4 0TZ

<b>Trustees</b>	Nadine Francoise Brown	Resigned 6 June 2019
	Alistair Holland	
	Richard Stubbs	Resigned 1 October 2018
	Gaynor Cashin	
	Mandy Marson	Resigned 1 October 2018
	Carmen Nevado	
	Christopher Derek Eridani Ball	
	Philip David Minor	
	James Edward Burstow	Appointed 1 October 2018
	Angela Pankhurst	Appointed 6 June 2019

**Secretary** Fiona Gulliver

**Accountants** Morgan Rose Chartered Accountants  
37 Marlowes  
Hemel Hempstead  
Herts  
HP1 1LD

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Report of the trustees (incorporating the directors' report)**  
**for the year ended 31 March 2019**

The trustees present their report and the financial statements for the year ended 31 March 2019. The trustees, who are also directors of Earthworks St. Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 1.

**Structure, governance and management**

***Results***

The results for the year are set out in the statement of financial activities on page 5.

The trustees consider the net movement of funds to be satisfactory.

***Reserves Policy***

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay staff costs for one calendar year. This policy allows for a possible reduction in income, as well as a lack of fund raising success during any particular year, and so would allow the charity to continue its activities at the current level for some months.

The trustees will review the policy annually.

***Risk Review***

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions, projects, and to ensure consistent delivery for all operational aspects of the charity.

The trustees will review these procedures periodically.

***Related Party Transactions***

There were no related party transactions during the year (none in 2018).

***Equal Opportunities***

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

***Political and Charitable Contributions***

The company made no political or charitable contributions during the year.

**Statement of trustees' responsibilities**

The trustees (who are also directors of Earthworks St. Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Report of the trustees (incorporating the directors' report)**  
**for the year ended 31 March 2019**

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

**Small company provisions**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board

Alistair Holland  
**Treasurer/Trustee**

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Accountants' report to the trustees on the unaudited financial statements of**  
**Earthworks St. Albans.**

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St. Albans for the year ended 31 March 2019 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

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

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

**Respective responsibilities of the trustees and auditors**

As described in the statement of trustees' responsibilities the company's trustees (who also act as directors for the charitable activities of Earthworks St. Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

**Morgan Rose**  
**37 Marlowes**  
**Chartered Accountants**  
**Hemel Hempstead**  
**Statutory Auditors**  
**Herts, HP1 1LD**

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Statement of financial activities (incorporating the income and expenditure account)**

**For the year ended 31 March 2019**

		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2019 Total</b>	<b>2018 Total</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Incoming resources</b>					
Incoming resources from generating funds:					
Voluntary income	2	54,230	11,000	65,230	58,092
Activities for generating funds	3	151,750	-	151,750	168,867
Investment income	4	195	-	195	132
<b>Total incoming resources</b>		<b>206,175</b>	<b>11,000</b>	<b>217,175</b>	<b>227,091</b>
<b>Resources expended</b>					
Purchases		7,459	-	7,459	3,628
Staff costs	6	126,289	11,000	137,289	124,679
Establishment costs		6,231	-	6,231	11,231
Motor and travelling expenses		1,594	-	1,594	1,719
Accountancy fees		3,882	-	3,882	3,368
Legal and professional fees		6,309	-	6,309	7,836
Communications and IT		4,345	-	4,345	3,135
Other office expenses		7,646	-	7,646	10,216
Depreciation and impairment		19,556	11,791	31,347	29,426
Miscellaneous costs		1,799	-	1,799	1,167
<b>Total resources expended</b>		<b>185,110</b>	<b>22,791</b>	<b>207,901</b>	<b>196,405</b>
<b>Net incoming/(outgoing) resources for the year / Net income/(expense) for the year</b>		<b>21,065</b>	<b>(11,791)</b>	<b>9,274</b>	<b>30,686</b>
Total funds brought forward		163,242	97,100	260,342	229,657
<b>Total funds carried forward</b>		<b>184,307</b>	<b>85,309</b>	<b>269,616</b>	<b>260,343</b>

The notes on pages 8 to 15 form an integral part of these financial statements.

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Balance sheet**

**as at 31 March 2019**

	Notes	£	2019 £	£	2018 £
<b>Fixed assets</b>					
Tangible assets	8		58,417		42,040
<b>Current assets</b>					
Debtors	9	23,570		33,327	
Cash at bank and in hand		191,138		194,888	
		<u>214,708</u>		<u>228,215</u>	
<b>Creditors: amounts falling due within one year</b>	10	(3,509)		(9,913)	
<b>Net current assets</b>			211,199		218,302
<b>Net assets</b>			<u>269,616</u>		<u>260,342</u>
<b>Funds</b>	11				
Restricted income funds			85,309		97,100
Unrestricted income funds			184,307		163,242
<b>Total funds</b>			<u>269,616</u>		<u>260,342</u>

The Balance Sheet continues on the following page.

**The notes on pages 8 to 15 form an integral part of these financial statements.**

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Balance sheet (continued)**

**Trustees statements required by the Companies Act 2006**  
**for the year ended 31 March 2019**

In approving these financial statements as trustees of the company we hereby confirm:

- (a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;
- (b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2019.
- (c) that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board on ..... and signed on its behalf by

**Alistair Holland**

**Treasurer/Trustee**

**The notes on pages 8 to 15 form an integral part of these financial statements.**

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**1. Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

**1.1. Basis of accounting**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

**1.2. Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**1.3. Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the farmers market activity. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**1.4. Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	10/20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**2. Voluntary income**

	Unrestricted	Restricted	2019	2018
	funds	funds	Total	Total
	£ £ £	£		
Donations	54,230	-	54,230	37,092
The Sobell Foundation	-	11,000	11,000	11,000
St Albans Abbey	-	-	-	10,000
	<hr/>	<hr/>	<hr/>	<hr/>
	54,230	11,000	65,230	58,092
	<hr/>	<hr/>	<hr/>	<hr/>

**3. Activities for generating funds**

	Unrestricted	2019	2018
	funds	Total	Total
	£ £ £		
Fundraising events	6,315	6,315	17,321
Earthworkers	141,190	141,190	146,968
Site sales	2,564	2,564	2,701
Farmers market	1,493	1,493	1,053
Miscellaneous income	188	188	824
	<hr/>	<hr/>	<hr/>
	151,750	151,750	168,867
	<hr/>	<hr/>	<hr/>

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**4. Investment income**

	<b>Unrestricted funds</b>		
	<b>2019</b>	<b>2018</b>	
	<b>Total</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	<b>£</b>
Bank interest receivable	195	195	132
	<hr/>	<hr/>	<hr/>
	195	195	132
	<hr/>	<hr/>	<hr/>

**5. Net incoming resources for the year**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	31,347	29,425
	<hr/>	<hr/>

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**6. Employees**

<b>Employment costs</b>	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Wages and salaries	137,289	124,679

No employee received emoluments of more than £60,000.

**Number of employees**

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

	<b>2019</b>	<b>2018</b>
	<b>Number</b>	<b>Number</b>
Employees	5	5

**7. Taxation**

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

8. Tangible fixed assets	Land and		Fixtures,		
	buildings	Plant and	fittings and	Motor	Total
	freehold	machinery	equipment	vehicles	
	£	£	£	£	£
<b>Cost</b>					
At 1 April 2018	177,751	30,693	16,093	8,813	233,350
Additions	25,145	-	2,240	20,339	47,724
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2019	202,896	30,693	18,333	29,152	281,074
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>					
At 1 April 2018	140,754	29,065	12,678	8,813	191,310
Charge for the year	23,718	1,599	1,793	4,237	31,347
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2019	164,472	30,664	14,471	13,050	222,657
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net book values</b>					
At 31 March 2019	38,424	29	3,862	16,102	58,147
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2018	36,997	1,628	3,415	-	42,040
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

**9. Debtors**

	<b>2019 2018</b>	
	<b>£ £</b>	
Trade debtors	23,570	33,327
	<hr/>	<hr/>

**10. Creditors: amounts falling due**  
**within one year**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Trade creditors	377	1,864
Other taxes and social security	1,182	6,099
Accruals and deferred income	1,950	1,950
	<hr/>	<hr/>
	3,509	9,913
	<hr/>	<hr/>

**11. Analysis of net assets between funds**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>funds</b>	<b>funds</b>	<b>funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 March 2019 as represented by:			
Tangible fixed assets	52,714	5,703	58,417
Current assets	135,102	79,606	214,708
Current liabilities	(3,509)	-	(3,509)
	<hr/>	<hr/>	<hr/>
	184,307	85,309	269,616
	<hr/>	<hr/>	<hr/>

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2019**

<b>12. Unrestricted funds</b>	<b>At</b>			<b>At</b>
	<b>1 April</b>	<b>Incoming</b>	<b>Outgoing</b>	<b>31 March</b>
	<b>2018</b>	<b>resources</b>	<b>resources</b>	<b>2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted Funds	163,242	206,175	(185,110)	184,307
	=====	=====	=====	=====
<b>13. Restricted funds</b>	<b>At</b>			<b>At</b>
	<b>1 April</b>	<b>Incoming</b>	<b>Outgoing</b>	<b>31 March</b>
	<b>2018</b>	<b>resources</b>	<b>resources</b>	<b>2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Restricted Funds	97,100	11,000	(22,791)	85,309
	=====	=====	=====	=====
<b>14. Company limited by guarantee</b>				

Earthworks St. Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**The following pages do not form part of the statutory accounts.**

**Earthworks St. Albans**  
**(A company limited by guarantee)**

**Detailed statement of financial activities**

**For the year ended 31 March 2019**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>Incoming resources</b>		
<b>Incoming resources from generating funds:</b>		
<i>Voluntary income</i>		
Donations	54,230	37,092
The Sobell Foundation	11,000	11,000
St Albans Abbey	-	10,000
	<hr/> 65,230	<hr/> 58,092
	<hr/>	<hr/>
<i>Activities for generating funds</i>		
Fundraising events	6,315	17,321
Earthworkers	141,190	146,968
Site sales	2,564	2,701
Farmers market	1,493	1,053
Miscellaneous income	188	824
	<hr/> 151,750	<hr/> 168,867
	<hr/>	<hr/>
<i>Investment income</i>		
Bank interest receivable	195	132
	<hr/> 195	<hr/> 132
	<hr/>	<hr/>
<b>Total incoming resources from generating funds</b>	<hr/> 217,175	<hr/> 227,091
	<hr/>	<hr/>
<b>Total incoming resources</b>	<hr/> 217,175	<hr/> 227,091
	<hr/>	<hr/>

**Earthworks St. Albans**  
(A company limited by guarantee)

## Detailed statement of financial activities

**For the year ended 31 March 2019**

	2019	2018
	£	£
<b>Resources expended</b>		
<b>Costs of generating funds:</b>		
<i>Trainee invoices</i>		
Purchases	7,459	3,628
Salaries & wages	137,289	124,679
	<hr/>	<hr/>
	144,748	128,307
	<hr/>	<hr/>
<b>Total cost of generating voluntary income</b>	144,748	128,307
	<hr/>	<hr/>
<b>Fundraising trading:</b>		
<b>cost of goods sold and other costs</b>		
<b>Total costs of generating funds</b>	144,748	128,307
	<hr/>	<hr/>
	<b>2019</b>	<b>2018</b>
	£	£
<b>Charitable activities</b>		
<b>Governance costs</b>		
<i>Activities undertaken directly</i>		
Establishment - Rent	6,231	11,231
Motor vehicle expenses	1,594	1,719
Professional - Accountancy fees	3,882	3,368
Professional - Other	6,309	7,836
Office expenses - Communication & IT	4,345	3,135
Office expenses - Other	7,647	10,216
Depreciation & impairment	31,347	29,426
Miscellaneous costs	1,799	1,167
	<hr/>	<hr/>
	63,154	68,098
	<hr/>	<hr/>
<b>Total governance costs</b>	63,154	68,098
	<hr/>	<hr/>
<b>Net incoming/(outgoing) resources for the year</b>	9,273	30,686



**Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ**

[www.earthworksstalbans.co.uk](http://www.earthworksstalbans.co.uk)

01727 847311

**Registered charity number 1067139**

**Company Limited by Guarantee 3307683**



Registered with  
**FUNDRAISING  
REGULATOR**