
EXOUSIA TRUST REVIEW 2025



JANUARY 2025

EXOUSIA TRUST
Trustee Report



Exousia trust review

Jan 2025

Exousia trust has advanced plans for premises “changes” – to develop or replace the premises in George Street (Zac’s Place). In order to ensure the proposals remain consistent with the benefits the charity delivers to the community linked with Zac’s Place and to the wider community an effectiveness review has been carried out. This review is intended to highlight the areas that should continue to be supported through the development of the premises.

This review has two key parts:

Community Impact (details in Annex 1)

Volunteer Impact (details in Annex 2)

Exousia Trust is committed to encouraging equality, diversity and inclusion among our workforce and volunteers, and eliminating unlawful discrimination (details in Annex 3).

Community Impact

The **community impact** review identifies a number of areas where the trust has been effective, particularly with the wider community.

The Homeless, Vulnerable and Food Poverty

A key feature of the work of Exousia Trust is the interface with other local and national charities working with the homeless, vulnerable, deprived and dispossessed. In particular the charity works to bring those that would fall through the net into contact with support services. Perhaps a key quote from the review is:

“For some people Zac’s Place is the only safe haven in their lives”

It is essential that the premises continue to support the inclusion of other service providers and provides a welcoming atmosphere to those in need. To this end plans must take into account the shortfalls in the current building identified by associated service providers. A crucial aspect of the plans are that the “finish” should be welcoming rather than high specification.

The Arts

Exousia Trust has made the premises of Zac's Place available for a wide variety of artistic uses and has commissioned a number of artwork (including the Beatitudes collection recently shown at the Swansea Grand Theatre).



At present the condition of the premises is not conducive to use as an arts venue, it is important that future plans consider the ability to host small art exhibits. A number of local artists have been featured in the venue in the past, as have artists of international status. A key part of the artist involvement is the desire of the artists to associate with the ethos of Exousia Trust. Following changes we will be able to encourage more local and international artists to express support for inclusion. The changes should ensure the premises are suitable for use by performing and visual arts.

The Church Community in Swansea and Beyond

Zac's Place hosts a Christian community with a difference. It does not host Sunday services, but rather midweek "tribal gatherings". While this work is primarily inward looking – it is a focus on "our community" – it has had a profound effect on churches in Swansea, nationally and internationally. The Zac concept is related to the meeting of Jesus and Zacchaeus, where Jesus said (paraphrased) "Let's go to your place and have a meal and a chat". The church at Zac's Place is a place that the community feels is their home. This concept has driven a new movement in churches across the UK and Zac's Place has been recognised as a pioneer by main-stream churches.

The changes intended to provide a better setting for relaxed gatherings – for people to meet in their place.

Advocacy and the Media

Many of the people Exousia Trust engages with are essentially voiceless. Through the work of building a community of ragamuffins (people with diverse backgrounds and lifestyles, some of which don't mesh with "normal society" that come together to build relationships with each other) we become aware of the hidden stories. We see the



frustrations caused by the demands of society that they engage on terms “acceptable society” demands.



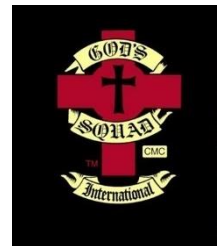
We see these voiceless as our family and have little option but to speak up for them. While we have had some success this is an area (locally and primarily nationally) that is hampered by the need to focus energy on the upkeep of a failing building. By making changes to the building our goal will be to increase worker and volunteer availability for advocacy.

Additional Community Engagement

This is perhaps the hardest area to review in terms of effectiveness. One of the ways we measure it is through the willingness of others to become involved in the work of Exousia Trust. An obvious example is the work being carried out free of charge by [Hydrock](#) in relation to the revision of the premises.

Local businesses have engaged in supporting different areas of our work, as have other faiths and local organisations.

Perhaps the key impact is the use of the venue by God’s Squad Motorcycle Club. The links between this club and many other motorcycle clubs provides a key service, particularly in relation to life events. By ensuring we have an off-road area this aspect of the use of the premises will be improved significantly by the renovations.



Volunteer impact

The **volunteer impact** review identifies a number of transformational areas of importance to the Zac’s Place community (i.e. those that associate with the work of the charity).

Attitude to others

In a survey of volunteers an important result was shown in the question “Did volunteering at Zac’s Place help you at all?”

Three areas of the survey focussed on the change in our volunteers toward those in need in the local community; all three were noted as particularly important. It can be

concluded that the volunteer activities run by Exousia Trust are changing attitudes of individuals in the local community, making the wider community of Swansea more inclusive.

Attitude to self

Looking at the response to the questionnaire in relation to the volunteers it is of note that the vast majority considered that engaging with Exousia Trust has “helped me be a more complete person”. When working with a diverse group of volunteers, some of whom suffer self-esteem issues, this is an important outcome. Zac’s Place is not simply a venue, it is a life and faith journey for the organisation and those attached to the community.

Premises

The premises needs to facilitate volunteer involvement in these positive ways, and the current building problems have restricted volunteer involvement to some extent and the change will focus on improving the ability of us to support our volunteers. The changes need to be suitable to facilitate the next stages in the journey of those involved.

Exousia Trust has a broad range of impacts on society and volunteers, impacting local, national and international society. A key factor in this is the ability of communities, other charities and organisations to see the premises as theirs, and the outcome of any changes need to facilitate the building use by friends – this must be a priority.

Over recent years water ingress and damp has reduced the ability to use parts of the premises. Over 2025 the focus will be to improve the useability of the premises primarily by improving the toilet area by preventing water ingress and improving the “warmth” and useability of these areas.

Activities

Since COVID there has been an increasing number of people being served lunch on Thursdays and Fridays, often approaching our estimated capacity of 100. Estimates are that this could be as low as 25% of the potential numbers that might need this service in Swansea. In addition it has been difficult with the numbers to create real relationships with those we serve. In 2025 we aim to make a radical change to our interface with the “family” of the unvoiced. The intention is to place focus on serving a smaller group to a greater depth.

Annex 1

Community Impact

Zac's Place Community Impact Statement

Since our inception in 1998, Zac's Place has had a very broad impact within the community of Swansea and also much further afield. With a commitment to serve and support the most vulnerable, it has demonstrated that by setting an example you can change the way a community behaves. Attitudes can be challenged that have a far-reaching impact across a whole community as stories are shared from experiences that may have otherwise been hidden.

The impact of Zac's Place within the community can be best summarised into the following areas:

The Homeless, Vulnerable and Food Poverty

For over twenty years Zac's Place has fostered relationships across the community to practically serve the needs of some of Swansea's most vulnerable people. Shortly after purchasing our venue in 2004, the old Gospel Hall in George Street, the Trust embarked on a partnership with The Wallich charity's Rough Sleepers Intervention Team which grew to develop a seven day a week breakfast provision service from Zac's Place for those who are sleeping rough or in crisis. This quickly developed into wider partnership working bringing in the NHS homeless nursing and mental health teams, addiction and recovery support agencies, Swansea Council's Housing Options, The Big issue and also in more recent years was formative in Crisis setting up in Swansea and hosting a frontline pilot scheme from the DWP. This kind of partnership working has been key in bringing the church community into key working relationships with third sector organisations, other charities, governing bodies and boards to bring practical change across the city. Other initiatives have since followed with a cross fertilisation of ideas and influence from this engagement. These include the Swansea Nightshelter, now run by Housing Justice, but was initially established by churches together in Swansea in partnership with many of the already mentioned networks. Swansea Street Pastors, Swansea Foodbank and Swansea Prison Community Chaplaincy Team have all benefitted significantly from these blossoming networks also.

Janet Keaufling QN MBE, the former nurse specialist for homeless and vulnerable adults has summed up the impact of Zac's Place by saying:

"Swansea has a great many services for homeless and vulnerable people. Unfortunately, not everyone is able to access statutory and voluntary

services. Some are excluded because of their past or current behaviour, social or financial reasons but some exclude themselves, choosing not to accept such help or support. It is on these occasions that the care offered by Zac's Place comes into its own.

Every weekday morning at 8 am the doors to Zac's Place open to provide an essential outreach service to those who are sleeping rough with tea, housing advice and respite from the weather. At least twice a year Zac's Place accommodates the so called "Homeless Health Days" run in conjunction with Swansea School of Medicine when homeless people can have a health check, flu vaccinations and foot care. Every Thursday evening is the coffee bar providing an opportunity to sit in the warm, have a hot drink and enjoy the fellowship of others.

For some people Zac's Place is the only safe haven in their lives. Here they find help, the love and support of others and, importantly, acceptance of who they are and the life that they are leading. It may not seem much, but for many, it is a lifeline."

Throughout the COVID pandemic (2020/21), whilst the shape of how we were able to support people changed due to coronavirus, Zac's Place remained at the forefront of creatively responding to the challenges of supporting the homeless and vulnerable, with the same commitment to partnership working. This was most notably evident in Zac's Place taking the lead, alongside Matt's Cafe and the NHS Clinical Nurse Specialist's Team for the Homeless and Vulnerable Adults, in establishing the 'Swansea Together' emergency response, to see daily food provision maintained, to all those without a home or in emergency temporary accommodation.

In the summer of 2020, **Cllr Rob Stewart**, leader of the City and County of Swansea Council thanked the volunteer workforce by saying,

"The people of Swansea needed volunteers more than ever and during this time providing food for our most vulnerable people in Swansea was vital. We have been delighted and overwhelmed by the way you responded to these unprecedented challenges ... On behalf of the Council and the people of Swansea, we thank you for everything you have done.

Swansea will not forget what you have done to support the city when it needed it the most."

Swansea City FC chairman at the time, **Trevor Birch**, added his thanks describing the effort as

"nothing short of heroic"

and with Swansea East MP, **Carolyn Harris** acknowledging that

"many would have been lost"

without this service.

Frontline engagement with many who would slip through the support networks otherwise remains an essential part of our ethos. It is also worth noting that this ongoing support has been supported with small grants from Swansea Council's Food Poverty grant scheme and Crisis. From a simple proactive response to meet the needs of some of the city's most vulnerable and marginalised, a much broader sphere of influence and engagement has emerged over a sustained period of time to help not just meet practical needs, but also influence how a community responds to crisis and challenges the stigma of homelessness and poverty.

The Arts

Since its inception as a pioneering church community that engaged with people in bars, Zac's Place has held the influence of the arts as an important voice in a community. Whether it be live music, art exhibitions, theatre performance, poetry or children's theatre and dance, Zac's Place has always made strong connections within the arts community and endeavoured to facilitate a platform and opportunity for the voice of the arts to be heard within the local community.

To this end, prior to the main hall falling into disrepair, Zac's Place was home to a children's drama and dance schools for ten years, (Jems Drama School and also Kreative Kidz Dance). We have hosted a string of fine music performances from artists such as Martyn Joseph, Barry McGuire, After the Fire, plus a host of emerging artists. We have worked in partnership with HTV Wales on a television series (2001) which saw musicians, storytellers, poets and comedians come together for a unique programme. Other in-house performances have been brought by poet and BBC Radio 4 broadcaster Stewart Henderson and Gritty productions have piloted a theatre project using professional

actors alongside those still homeless. Wales Theatre Company, run by Michael Bogdanov, used Zac's Place as an essential rehearsal space for the musical, 'Amazing Grace' (2005) and our own in-house art commission based on 'The Beatitudes' has been widely praised and exhibited publicly in Swansea Grand Theatre and Greenbelt Festival. In an interview on BBC Radio Wales, legendary music broadcaster **Bob Harris OBE** describes his evening sharing stories at Zac's Place, for the charity Let Yourself Trust, five years previously as,



"... a fabulous night ... honestly, it was one of the best gigs ever for me, I loved it ... the atmosphere that night was incredible, I always wish the best for Zac's Place and the great work they're doing there."

Zac's Place continues to be passionate about the role of an artist and the arts within our community. It is often the voice of the arts that can give a community the inspiration, and the stories, to allow its conscience to be stirred into action. The changes to our venue will enable us once again to have creative spaces available, even more so in a post Covid era that has been starved of artistic expression.

The Church Community in Swansea and Beyond

Zac's Place began and continues as a church community and charity. In 1998 we had no idea our sphere of influence would go beyond our own community. After having attracted the interest of then Archbishop of Wales, Rowan Williams, Zac's Place became a key source of influence in a new and emergent movement of new churches. It was called 'Fresh Expressions' and was initially pioneered by a partnership between the Anglican and Methodist church traditions. Within it, Zac's Place was held up as an excellent model of how a church can effectively engage with the local community and made a significant contribution to shape what has now become an accepted global movement within the mainstream church across multiple denominations. **Norman**

Ivison, former director of Communications at Fresh Expressions said of his first visit to Zac's Place.

"I knew as soon as I walked into Zac's Place I was somewhere special ... I left inspired, humbled and changed."

Zac's Place founder Sean Stillman now has opportunity to teach at centres of theological training and the story and experience of Zac's Place as a pioneering church community is well documented in academic networks in journals and books.

Locally, Zac's Place has earned its place of respect with the church community and also other faith communities. As a venue we have hosted Churches Together events for adults and young people and brought teaching and training to other churches locally in areas where we have become experienced.

Zac's Place continues to be home to a church community known as 'A Church for Ragamuffins' and is known for its welcome to all, a proactive devotional life of Christian faith and service, and pastoral and chaplaincy support to many within the community.

Lord Rowan Williams, former Archbishop of Canterbury observed early on,

"The work going forward at Zac's Place is in every way innovative, courageous and important for the community in general as well as the Christian community. I have been privileged to watch the development of this initiative over several years and would want to pay the most sincere tribute to the dedication and vision of those who have been running it."

Advocacy and the Media

Zac's Place has learned the influence of effective media. Getting stories out into the community has the power to challenge and change a community. The high-profile death of a Swansea homeless gentleman, 'Tea Cosy Pete' is one such example. Zac's Place's relational engagement with 'Pete' and the faithful retelling of his story, through our own website and reproduced in news media, advocated for seeing the value in all people, and challenged judgemental attitudes in a community, had a profound impact at the time.

Similarly, working in partnership with BBC Wales and Gritty productions, on a TV series, 'Swansea Living on the Street' (2012) enabled access to many hidden stories that also had a profound impact on changing attitudes across the whole city towards

homelessness, addiction and poverty. It is this kind of media profile and impact that is in the background to such a strong community response to the present pandemic in the city and the communal support we receive.

Zac's Place founder Sean Stillman continues to have regular broadcast opportunities on BBC Radio Wales, with output from their Religion and Ethics department. This invariably includes taking human stories and placing them into a context for listeners (who span the entire spectrum of the community profile) to be challenged and encouraged by.

Commenting on the published story of Zac's Place in Stillman's own work, BBC Radio Wales broadcaster **Roy Jenkins** comments how the

“whole story challenges us to learn from fragile people, too easily dismissed.”

Effective use of the media not only tells a story it can challenge and change a community to be more cohesive and less divisive, more inclusive and less judgemental, so it becomes more than just feeding the poor, it becomes a nourishing and flourishing environment to live in for all.

Additional Community Engagement

Zac's Place has developed slowly over time. It has had a reliable and committed support base of regular sponsors. As our reputation has become more secure and widespread, the wider community has voluntarily supported us. We very rarely make an unsolicited appeal for funds, but whole heartedly support community efforts on our behalf, such as those organised by local radio station The Wave, like their 'Cold Truth Sleep-out', or song releases by musicians, such as Steve Balsamo. Local schools have supported us by making soup, engaging pupils who are most at risk of being excluded from the mainstream teaching programme. Local restaurants such as the Uplands Diner and The Shared Plate, our local grocery stores, and countless numbers of retired friends are regular suppliers of food and tradesmen and suppliers don't simply offer discounts, but actively engage and embrace what we are doing and in turn seek our support in their own circumstances.

Zac's Place is also home to God's Squad Christian Motorcycle Club in South Wales, an International lay ministry among motorcycle enthusiasts and other fringe groups. For fifty years God's Squad has sought to be a credible expression of the Christian Church and mission on the margins of the community. Locally it continues to provide pastoral

support across a broad cross section of community members and finds itself in a unique position to challenge attitudes and gather community support for services among the poor from people that perhaps would otherwise not usually engage so easily with others.

In 2014 we opened Rough Edges in Townhill, Swansea, a Charity Shop and Workshop as an experiment to create a sustainable source of additional income. It has an added emphasis on supporting men in the community who are at risk of isolation. Ten years into this initiative, after a £5000 small grant investment, the shop turns over a profit each year which is allocated to go back into Zac's Place developments. It has seen many tonnes of items saved from landfill, being repurposed and sold and many volunteers come through, some referred via probation and other support services such as the mental health team. In its own way, it has become an important part of the local community far beyond our initial expectations and demonstrates the broad sphere of influence we have in the city.

To try and sum up the influence and impact of Zac's Place is probably best understood relationally. We have thrived on serving others relationally. We see people as just that,



people who are valued, who have a story, their story and with real needs and dreams. We see people as needing a community to belong to, and we see a community that can support each other and learn from each other. It

continues to be entirely relational. In 2021 Zac's Place founder, Sean Stillman, was awarded the Lifetime Achievement Award from the Wales Online / South Wales Evening Post Awards in

recognition for his and Zac's Place's endeavours over a sustained period of time in the community of Swansea. In addition, the Swansea Together initiative is a finalist for the 'Supporting Communities' award of the 'Welsh Housing Awards 2021' (This award



celebrates projects, initiatives and organisations who have gone above and beyond, working to support their communities during these difficult times).

Annex 2

Volunteer Impact

VOLUNTEERS WITH EXOUSIA TRUST

We have consistently been able to give volunteering opportunities to a very wide array of people from across the community, whether at Zac's Place or another of our projects, Rough Edges.

Over the years these volunteer roles at Zac's Place have typically included:

- Kitchen staff preparing and serving food
- Hospitality, making our guests welcome which can include those homeless and/or vulnerably housed
- Sorting clothes, toiletry and food donations
- Distributing clothes, toiletries and food
- Cleaning the venue
- General maintenance and decorating
- Admin support
- Advocacy for our work e.g. speaking at events, schools or fundraisers
- Technical support such as sound engineering for music/arts events

Additional volunteering roles have also been available at our Rough Edges Project since 2014 which include:

- Shop counter staff
- Shop donation sorting
- Workshop repairs and refurbishment of donations
- Drivers – Collection and deliveries from/to customers and Recycling and waste site runs

The vast majority of our volunteers are recruited via word of mouth or personal recommendation. Whilst we do have a number who engage as a result of a shared involvement with Zac's Place as a mission church community, we have consistently had committed volunteers of different faiths and none.

In a recent small survey of fifteen people who have volunteered with our food and meal provision programme in recent years, we received this feedback:

“What was your employment status whilst volunteering?”

Employment Status	Percent of responses	Number of Responses
Homemaker	13%	2
Employed	33%	5
Unemployed	0%	0
Student	0%	0
Retired	20%	3
Unable to work due to sickness	7%	1
Other	27%	4
TOTAL	100%	15

When asked what their professional background was, the response was typical of the diversity we have experienced over the years. Among the answers given were, carpenter and joiner, artist, missionary, student, veterinary medicine, executive assistant, engineering, social science researcher, dietitian, performer, tutor and local authority safeguarding manager. Outside of this survey, I know over the years we have also had volunteers who are teachers, tradesmen, musicians, social workers, students, young people on Duke of Edinburgh or Welsh Bac. placements, restaurant staff, nurses, pharmacists and counsellors among them.

There has been a general pattern that once people start volunteering with us, they do so for at least five years and the vast majority would testify to their experience as being

something of benefit to them, as well as those they are desiring to help. When asked “Did volunteering at Zac’s Place help you at all? If so, how?”, our volunteers responded with:

- 60% Made good use of my spare time (9)
- 53% Helped me to do something useful when I wasn't in a good place myself (8)
- 53% Improved my self-esteem (8)
- 87% Helped me understand the needs of others better (13)
- 80% It challenged my attitudes towards others, in a good way (12)
- 80% I felt like I was / am making a difference in the community (12)
- 47% I’m just happy to turn up and help (7)
- 0% None of the above (0)

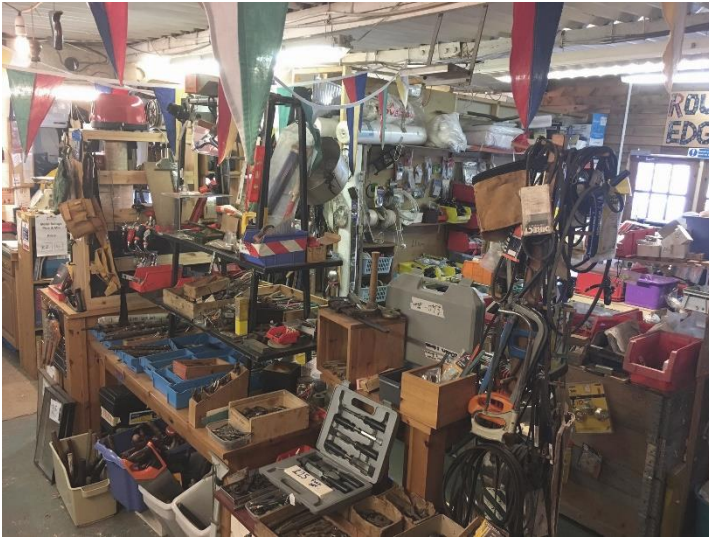
Total Respondents: 15

What is of most encouragement is seeing how our volunteers experience with us goes on to help them in their own lives. When asked “Did volunteering at Zac’s Place help you gain employment or subsequently help shape your career choices?” the feedback indicated that for several of them volunteering at Zac’s Place helped them do their present job better. This is significant when those whose careers have been helped shaped by their volunteering experience with us include those who are working with vulnerable people including Tom who is a dietitian and Lynsey who is the safe-guarding manager for Swansea Social Services. Other anecdotal evidence would also demonstrate volunteers going on to establish or become part of similar work in communities they have moved to, as a result of their experience at Zac’s Place.

Benefits	Percent of responses	Number of Responses
Volunteering at Zac's Place gave me valuable experience in pursuing a new career path	13%	2
Volunteering at Zac's Place helped me to do my present job better	27%	4
This question isn't relevant	13%	2
Volunteering at Zac's Place has just helped me be a more complete person	80%	12
Total Respondents:		15

On a broader basis, some of our volunteers are referred by specialist professional bodies, such as probation services or mental health teams. Our Rough Edges project has proved particularly successful in accommodating volunteer placements for people who have very few available options open to them because of their particular health circumstances or history of criminal convictions.

Here we have been required to have a healthy relationship and clear partnering with key workers and also the Police Public Protection Unit. This has required sensitivity and wisdom and has been built on a solid reputation of trust with the relevant agencies. For those individuals who have benefitted from their experience of volunteering with us they would describe it as life changing including some who have criminal histories that make it virtually impossible for them to gain employment.



What in the initial instance can serve as an opportunity for people to get involved in something to help others, actually becomes a vessel for encouraging, informing and shaping a person to have an even greater influence within the community through their professional work as well. Possibly most satisfying, is to see how volunteering at Zac's Place helps people feel more complete. One volunteer, Claire, who is a social science researcher added that for her, when her career took her away from the area, said she missed the diverse 'family' of Zac's Place volunteers.

For us, the recruitment of volunteers has never just been about getting hands on deck to get a job done, it has been about providing an opportunity to contribute something wholly beneficial into the lives of our volunteers, as well as those we support. In doing so there is a much deeper benefit that the wider community experiences. This is possibly one reason why the work of the Trust has always attracted so much grass roots support. It has not been built on gimmicks or a sales pitch, but on relationships and real-life experiences shared informally within the community.



Annex 3

Equality, diversity and inclusion policy

EXOUSIA TRUST EQUALITY, DIVERSITY AND INCLUSION POLICY

Exousia Trust is committed to encouraging equality, diversity and inclusion among our workforce and volunteers, and eliminating unlawful discrimination.

The aim is for our workforce and volunteers to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our goal is that our employees and volunteers can come from all sections of society.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment or volunteering to support us, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

We commit to:

- Encourage equality, diversity and inclusion in the workplace as they are essential to our service provision

Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

Responsibilities include staff and volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff and volunteers should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees, volunteers, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints¹ could amount to gross misconduct and lead to dismissal of staff without notice or removal of the right to volunteer.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

The equality, diversity and inclusion policy is fully supported by the trustees.

¹ Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Exousia Trust engages with customers and volunteers that may have past issues or ongoing issues, including behaviours prohibited by law. While ensuring equality we recognise that people are imperfect. We are committed to working in a manner that permits all people, irrespective of their failings, to participate to the fullest extent reasonable. To that end we commit to:

- Supporting those that may be subject to temptation
- Protecting the vulnerable should people fail

Workers, volunteers and supporters are expected:

- To be open and honest about any weakness and temptation
- To ensure each other is supported and protected
- To take responsibility for their own actions
- To ensure the vulnerable are protected

EXOUSIA TRUST

Statement of Financial Activities

For the year ended 5th April 2024

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total This Year</u>	<u>Total Last Year</u>
<u>INCOME</u>				
Zacs Place donations received	4,487	-	4,487	5,014
Grants Received	-	2,847	2,847	4,120
Insurance Claims	-	-	-	-
Regular Donations received	50,548	-	50,548	45,045
Casual Donations	33,884	-	33,884	8,942
Royalty Income	515	-	515	830
Hire of Building	-	-	-	-
Rough Edges Project	3,755	-	3,755	16,559
Bank Interest Received	-	-	-	-
Tax Rebate from Gift Aid	4,000	-	4,000	4,115
TOTAL INCOME	97,189	2,847	100,035	84,625
<u>EXPENDITURE</u>				
Rough Edges Project Direct Costs	9,111	-	9,111	9,250
Grants/Gifts made in furtherance of objectives	3,160	-	3,160	5,196
Costs of Operating the Charity <i>Note 9</i>	80,863	-	80,863	73,021
Running costs of George Street property	7,719	-	7,719	6,950
Depreciation Charge	2,062	645	2,706	3,035
TOTAL EXPENDITURE	102,915	645	103,560	97,452
NET INCOME (EXPENDITURE)	(5,726)	2,202	(3,524)	(12,827)
Transfers Between Funds	-	-	-	-
NET INCOME (EXPENDITURE) After Transfers	(5,726)	2,202	(3,524)	(12,827)
Gains/Losses on Fixed Assets	-	-	-	-
NET MOVEMENT IN FUNDS	(5,726)	2,202	(3,524)	(12,827)
Total Funds Brought Forward	211,084	35,975	247,059	259,886
Total Funds Carried Forward	205,358	38,177	243,535	247,059

EXOUSIA TRUST

Balance Sheet

As at 5th April 2024

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total This Year</u>	<u>Total last Year</u>
<u>Fixed Assets -Tangible</u>				
	<i>note 5 & 6</i>			
George Street Property	46,735	28,265	75,000	75,000
Fixtures & Equipment	1,794	591	2,385	3,068
Motor Vehicles	5,888	0	5,888	7,088
	<u>54,416</u>	<u>28,856</u>	<u>83,272</u>	<u>85,155</u>
<u>Current Assets</u>				
Debtors - Gift Aid	8,065	0	8,065	8,180
Bank Main A/c & Cash	(2,409)	9,322	6,912	16,800
Bank Zacs Place A/c	126,688	0	126,688	121,927
Bank Rough Edges A/c	16,985	0	16,985	13,668
Gateway Support A/c	0	0	0	355
Media Bank Account	1,095	0	1,095	1,453
	<u>150,423</u>	<u>9,322</u>	<u>159,745</u>	<u>162,383</u>
<u>Current Liabilities</u>				
Creditors & Accruals	1,200	0	1,200	1,000
Net Pay Control	(2,592)	0	(2,592)	(967)
PAYE Creditor	661	0	661	254
Pension Control	214	0	214	192
	<u>(518)</u>	<u>0</u>	<u>(518)</u>	<u>479</u>
Net Current Assets	<u>150,941</u>	<u>9,322</u>	<u>160,262</u>	<u>161,903</u>
Total Assets less Current Liabilities	<u>205,357</u>	<u>38,178</u>	<u>243,535</u>	<u>247,059</u>
Total Net Assets	<u>205,358</u>	<u>38,177</u>	<u>243,535</u>	<u>247,059</u>
<u>Fund Balances</u>				
Accumulated Fund B/f	211,084	35,975	247,059	259,886
Net movement of funds	(5,726)	2,202	(3,524)	(12,827)
Accumulated Fund c/f	<u>205,358</u>	<u>38,177</u>	<u>243,535</u>	<u>247,059</u>

Signed by.....

Trustee

Print Name.....

Dated.....

EXOUSIA TRUST

Notes to the Accounts

1. These accounts have been prepared in accordance with the the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)

2. There is no change to the valuation rules and methods of accounting since last year. Accounts are prepared on an accruals basis.

3. No changes have been made to the accounts of previous years

4. Amount paid for independent examination is £675

5. **Tangible Fixed Assets** - The Bikes (motor vehicles) and George Street (property) are not depreciated annually as the value is being maintained and are revalued as appropriate. The equipment and the other vehicle are depreciated at 25% per annum on a straight line basis, as detailed in note 6.

6. Depreciation Calculation:

	Fixtures & Equipment	Property	Motor	Total
Cost at 6.4.23	24292	75000	10050	109342
additions	823	0	0	823
disposals	0	0	0	0
Cost at 5.4.24	<u>25115</u>	<u>75000</u>	<u>10050</u>	<u>110165</u>
Accumulated Depreciation 6.4.23	21224	0	2963	24187
Charge this year	1506	0	1200	2706
Released on disposal	0	0	0	0
Accumulated Depreciation 5.4.24	<u>22730</u>	<u>0</u>	<u>4163</u>	<u>26893</u>
Net Book Value 5.4.24	2385	75000	5887	83272

The property is split between restricted for one off specific purchase donations and general for all other elements
The value of Equipment purchased from restricted funds is shown at Net Book Value in the Balance Sheet

7. Creditors & Accruals

	This Year	Last Year
Accounting Accrual	<u>1200</u>	<u>1000</u>

EXOUSIA TRUST

8. Restricted Funds: Are broken down as follows:

	Opening Balance	Incoming Resources	Resources Expended	Transfers between funds	Closing Balance
George Street	28265	0	0	0	28265
Food Poverty fund	7710	2847	645	0	9912
	35975	2847	645	0	38177

Balances of Funds Held:	Fixed			Total
	Assets	Bank & Cash	Liabilities	
George Street	28265	0	0	28265
Food Poverty fund	591	9322	0	9912
	28856	9322	0	38177

Fund Descriptions:

George Street - Restricted to the building Fund of the George Street Property

Food Poverty Fund - Funds received to provide emergency food and shelter for those in need, funded by City & County of Swansea's food poverty & household support funds.

9. Analysis of Expenditure

Costs of Operating the Charity	This Year	Last Year	movement
Purchases for resale	0	132	(132)
Salary & pension	41466	45628	(4163)
Bank Charges	37	5	32
Motor & Travel Expenses	6746	7267	(521)
Storage	0	0	0
Repairs & Maintenance	2156	369	1786
Stationery, Postage & Advertising	499	324	175
Small tools, Equipment, uniform	1461	749	712
Telephone & Internet	1564	1455	109
Subsistence & Sundries	17568	13142	4426
Vehicle Hire	216	216	0
Events & shop costs	0	0	0
Books & Training	1565	79	1486
Subscriptions	2853	0	2853
Insurance	3207	2735	472
Professional Fees	0	0	0
Accounting & Book keeping Fees	1525	920	605
Uniform	0	0	0
Refreshments Purchased	0	0	0
	80863	73021	

Independent Examiner's Report to the Trustees of Exousia Trust (1002581)

I report on the accounts of the Trust for the year ended 5th April 2024, which are set out on the following pages.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts (under section 145 of the Charities Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act);
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.


Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements
 - a. to keep accounting records in accordance with section 130 of the Charities Act; and
 - b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

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

Signed.......... Nicola Jayne Lewis

Date...3rd February 2025.....



EXOUSIA TRUST

Statement of Financial Activities

For the year ended 5th April 2024

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total This Year</u>	<u>Total Last Year</u>
<u>INCOME</u>				
Zacs Place donations received	4,487	-	4,487	5,014
Grants Received	-	2,847	2,847	4,120
Insurance Claims	-	-	-	-
Regular Donations received	50,548	-	50,548	45,045
Casual Donations	33,884	-	33,884	8,942
Royalty Income	515	-	515	830
Hire of Building	-	-	-	-
Rough Edges Project	3,755	-	3,755	16,559
Bank Interest Received	-	-	-	-
Tax Rebate from Gift Aid	4,000	-	4,000	4,115
TOTAL INCOME	97,189	2,847	100,035	84,625
<u>EXPENDITURE</u>				
Rough Edges Project Direct Costs	9,111	-	9,111	9,250
Grants/Gifts made in furtherance of objectives	3,160	-	3,160	5,196
Costs of Operating the Charity <i>Note 9</i>	80,863	-	80,863	73,021
Running costs of George Street property	7,719	-	7,719	6,950
Depreciation Charge	2,062	645	2,706	3,035
TOTAL EXPENDITURE	102,915	645	103,560	97,452
NET INCOME (EXPENDITURE)	(5,726)	2,202	(3,524)	(12,827)
Transfers Between Funds	-	-	-	-
NET INCOME (EXPENDITURE) After Transfers	(5,726)	2,202	(3,524)	(12,827)
Gains/Losses on Fixed Assets	-	-	-	-
NET MOVEMENT IN FUNDS	(5,726)	2,202	(3,524)	(12,827)
Total Funds Brought Forward	211,084	35,975	247,059	259,886
Total Funds Carried Forward	205,358	38,177	243,535	247,059

EXOUSIA TRUST

Balance Sheet

As at 5th April 2024

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total This</u> <u>Year</u>	<u>Total last</u> <u>Year</u>
<u>Fixed Assets -Tangible</u>				
	<i>note 5 & 6</i>			
George Street Property	46,735	28,265	75,000	75,000
Fixtures & Equipment	1,794	591	2,385	3,068
Motor Vehicles	5,888	0	5,888	7,088
	<u>54,416</u>	<u>28,856</u>	<u>83,272</u>	<u>85,155</u>
<u>Current Assets</u>				
Debtors - Gift Aid	8,065	0	8,065	8,180
Bank Main A/c & Cash	(2,409)	9,322	6,912	16,800
Bank Zacs Place A/c	126,688	0	126,688	121,927
Bank Rough Edges A/c	16,985	0	16,985	13,668
Gateway Support A/c	0	0	0	355
Media Bank Account	1,095	0	1,095	1,453
	<u>150,423</u>	<u>9,322</u>	<u>159,745</u>	<u>162,383</u>
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Signed by.....

Trustee

Print Name.....

Dated.....

EXOUSIA TRUST

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Signed.......... Nicola Jayne Lewis

Date...3rd February 2025.....

